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AWARD RATES OF PAY INDEXES AUSTRALIA

DECEMBER 1987

14
CATALOGUE NO. 6312.0

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Occupation by State

**Ian Castles
Australian Statistician**

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AWARD RATES OF PAY INDEXES
AUSTRALIA
DECEMBER 1982

for Catalogue
Australian Statistics

Printed by R. D. RUBIE, Commonwealth Government Printer, Canberra

CATALOGUE NO. 6220

AUSTRALIAN REVIEW OF STATISTICS

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Employees in terms of industry, occupation, award coverage etc. have generally led to the need for a new series with a more contemporary structure. This new series draws on a sample of approximately 300 award classifications (as opposed to 100 in the previous series) and uses the same classification in the previous series.

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The tables of award rates of pay in this document are based on a representative sample of award rates of pay. The indexes are constructed by linking award rates of pay for selected classifications, drawing from the pattern of employment that existed at the time of the 'basket' of classifications, and then allowing for some minor constant during the life of the indexes. The indexes do not reflect general economic movements in the economy. They do not measure relative wage rates.

MAIN FEATURES

This publication is the first issue of a new series of Award Rates of Pay Indexes, Australia. The new series takes June 1985 as the base, using data from a survey of employers conducted in respect of May 1985.

The previous series was based on June 1976 employee data, and subsequent changes in distribution of employees in terms of industry, occupation, award coverage etc. have generally led to the need for a new index with a more contemporary structure. The new series draws on a sample of approximately 700 awards and 5,500 award classifications (c.f. 900 awards and 2,400 classifications in the previous series).

In the 12 months to December 1987 the Weekly Award Rates of Pay Index for both full-time adult male and female employees rose by 4%.

The inclusion of National Wage Case second-tier increases (of up to 4.0%) caused a number of series in the Award Rates of Pay Indexes to rise, between November and December 1987. In that month, the biggest movement in the weekly industry series, persons, was for Manufacturing (+0.9%). For the weekly occupation series, persons, the biggest movement was for metal tradespersons (+1.4%) and trades assistant and factory hands (+0.8%).

For the period June 1985 to November 1987 there is an overlap between the old and the new series. Over this period the old wage and salary earners index of Weekly Award Rates of Pay for full-time adult persons, Australia, increased by 10.5%. The corresponding index from the new series also increased by 10.5%.

EXPLANATORY NOTES

Introduction

1. This publication is the first issue of the new series of the Award Rates of Pay Indexes, Australia. The new series of indexes covers the period commencing June 1985 to December 1987 and replaces the previous series of indexes which covered the period June 1976 to November 1987.

2. The new series provides weekly and hourly award rates of pay for full-time adult wage and salary earners. Separate indexes for wage earners and wage and salary earners are not provided in the new series, because of difficulties in distinguishing wage and salary earners in award documentation or in the survey from which employment numbers were obtained.

3. The methodology used to construct the Award Rates of Pay Indexes is in general similar to that used for other indexes such as the Consumer Price Index and the Wholesale Prices Index. It is based on a representative 'basket' of award rates of pay. The indexes are constructed by weighting award rates of pay for selected classifications according to the pattern of employment that existed at May 1985. The 'basket' of classifications, and their weights remain constant during the life of the indexes, so changes in the indexes reflect general *trends* in award rates of pay over time. They do not measure relative *levels* of average

award rates of pay between States and industries, awards and occupations.

4. The Award Rates of Pay Indexes are fixed weight indexes and therefore periodic reviews of the representativeness of the awards selected and revisions to the weights applied to those awards become necessary. This rebasing has been undertaken to take into account changes which have occurred during the life of the 1976 series in the distribution of the number of employees in terms of: industry, occupation, award coverage, jurisdiction, State/Territory and sex.

5. The base for the new series of June 1985 has been determined using data obtained from the Survey of Employee Earnings and Hours conducted in May 1985. The previous series was based on June 1976 employee data. For more information regarding the methodological and conceptual changes in the new series and the relationship between the previous series and the new series, refer to *Information Paper : Award Rates of Pay Indexes* (6343.0) released on 11 February 1988.

Scope and coverage

6. The award rates of pay for full-time adult employees which are normally varied in accordance with awards, determinations or registered collective agreements have been selected in the indexes. The indexes cover 3.0 million persons (2.1 million males and 0.9 million females). Approximately 3 per cent of full-time adult employees are covered by unregistered agreements (i.e. those agreements made by an employer with a group of employees and which are not registered with a Federal or State industrial arbitration authority). For statistical purposes these have been considered to be similar to awards. The rates prescribed in the more important of these, such as the collective agreement between the State Transport Authority of Victoria and some of its employees, have been included in the indexes.

7. Rates of pay applicable to approximately 16 per cent of full-time adult employees who are not covered by awards, determinations or registered or unregistered collective agreements, are not covered by the indexes. This includes those employees whose rates of pay and conditions of work are not normally varied in accordance with variations in a specific Federal or State award, determination or registered collective agreement or a specific unregistered agreement.

Design of the indexes

Selection of the classifications

8. The source used to base the indexes is the May 1985 Survey of Employee Earnings and Hours. The Survey collected information on the industry and occupation of individual employees, on the award under which they are covered and their award classification.

9. This information was used to stratify classifications by industry, occupation and State as part of a sample design which ensured that the indexes have been produced at a satisfactory level of reliability for all cross-classifications included in the series.

10. A sample of approximately 700 awards and 5,500 award classifications has been selected for inclusion in the indexes. This is approximately twice the number of classifications than were selected in the previous series.

Compilation

11. Data on the award rates of pay from June 1985 and subsequent months have been compiled for each of the selected award classifications. Estimates of weighted average award rates were calculated by expanding data from the sample of award classifications. The estimates for June 1985 for each component of the series were then converted to an index value of 100.0.

Weighting

12. The weighting pattern of the indexes is determined at the award classification level. The weights applied to the award classifications included in the indexes are derived from the May 1985 Survey of Employee Earnings and Hours. The distribution of the weights used in the construction of the index is shown in Appendix A.

13. Awards have been divided into two groups, 'major' awards and 'minor' awards, depending on the estimated employment coverage of each award. All major awards have been included in the indexes, while only a sample of minor awards have been included. There are 200 major awards and 500 minor awards in the index. For classifications selected within major awards, the employment benchmarks have been inflated in the indexes to account for the total employment within the award. For classifications selected within minor awards, employment benchmarks have been inflated in the index to account for the total employment coverage of all minor awards.

Limitations of weighting

14. The index is a fixed weight index. The weights of the index need to be reviewed periodically because of the problems inherent with having a fixed weight index. In particular, the index is not responsive to changes in the structure and coverage of awards, and is likely to become less representative and therefore less reliable over time. An example of this type of problem occurred with the Victorian Nurses Award. This award underwent a major restructuring during 1986 with some classifications being amalgamated and others being split into two or more classifications. This type of restructuring of an award in the index means that an equivalent classification needs to be selected from the revised award structure. However, until a complete review of the indexes is carried out, the old structure must be used.

15. Another example of the problems that can occur with fixed weight indexes concerns second-tier variations. In general, second-tier variations have been applied to all employees covered by an award. In some cases however, the second-tier increase has only been granted to a proportion of the employees covered by the award. Because of the fixed weights of the index a partial increase to the award cannot be included in the index. In such cases the index is varied if the increase applies to the majority of the employees covered by the award.

Definitions

16. The award rates of pay used in the compilation of the indexes:

Include

- (i) the base rate and any allowances or loadings that are applicable to ALL employees under a specific award classification, e.g. industry allowance.
- (ii) supplementary payments when they are specified within the award.

Exclude

- (iii) remunerative allowances. It is considered that these allowances are paid to reimburse employees for expenses they are expected to incur during the course of their employment (e.g. tool allowances). The inclusion of these allowances would not reflect the true level of remuneration of these employees.
- (iv) superannuation payments and other payments such as severance and termination payments which are paid to employees as part of an award agreement.

17. The *weekly award rates of pay series* for full-time adult employees provide details of the movements in the weekly rates of pay for award classifications included in the index.

18. The *hourly award rates of pay series* for full-time adult employees provide details of the movements in the hourly rates of pay for award classifications included in the index. These series include only those awards and classifications where hours of work are specified in the award.

19. *Standard weekly hours of work* refer to the weighted average standard weekly hours of work where the weights are those used in the construction of the award rates of pay indexes. Estimates of standard weekly hours of work will be included in the June issue of this publication. Estimates of standard weekly hours of work at the base period are included as Appendix B.

20. Estimates of the *weighted average minimum weekly award rates of pay* are based on the weights used in the construction of the award rates of pay indexes. The weighted average minimum award rates of pay at the base period are included as Appendix C.

Relating the series

21. Some users have expressed a requirement to be able to relate the 1976-based and the 1985-based series. Appendix D provides a method to link the two series.

22. Users should note that proportional increases in the 1976-based and the 1985-based series can differ because:

- awards and classifications have different weights, reflecting the changing distribution of the employees represented in the indexes,
- award variations do not occur uniformly across all awards; and

- remunerative allowances are treated differently (see *Information Paper: Award Rates of Pay Indexes*, Catalogue 6343.0, released on 11 February 1988).

23. The differences in behaviour of the indexes can be significant when award variations are not uniform. From June 1985 to October 1987 the proportional increases in the indexes were virtually identical. However, the increase in the 1976-based index of weekly award rates of pay for full-time adult persons from October 1987 to November 1987 was 0.3% while the 1985-based index showed no increase. This can be attributed to a number of second tier increases associated with award classifications which:

- have substantially smaller weights in the new index than the old, or
- are not selected in the new index.

24. An approximate linking of the indexes can be made by multiplying one index by a fixed number (a linking factor) to obtain the other. This is equivalent to assuming that the proportional increases in the indexes would have been the same. This assumption is reasonable if award variations have been close to a uniform rate across awards.

25. It is convenient to use the commencement of the new series, June 1985, as a reference point to calculate the linking factors. However, because of the above comments, this is not considered to be an appropriate use of the indexes.

Reliability of indexes

26. Since the indexes are based on information obtained from a sample of employers they are subject to sampling variability. That is, they may differ by chance from figures that would have been produced if all employers had been included in the survey.

27. Inaccuracies may also occur because of imperfections by respondents or in processing by the ABS. Inaccuracies of this kind are referred to as *non-sampling errors*. Although considerable care is taken in questionnaire design; in the instructions given to employers on how to select a sample of their employees; in editing the survey returns and in relating the figures to comparable statistics; these inaccuracies may occur in any enumeration, whether it be a full count or a sample. As an example, a contribution to non-sampling error has occurred in this survey because a number of employers had difficulty in providing information on awards and classifications as they lacked knowledge of which awards and/or classifications covered their employees.

Comparability of results

28. When comparisons are made between period-to-period movements in the Award Rates of Pay Indexes (ARPI) and movements in Average Weekly Ordinary Time Earnings (AWOTE) for full-time adults published in *Average Weekly Earnings, States and Australia* (6302.0) it is important to recognise the different coverage, scope, definitions, and methodology used in the construction of each series. In particular, the AWOTE series includes a number of payments additional to award rates of pay used in compiling ARPI. Allowances covered

under awards which are not industry or occupation-wide in their application such as site, travelling, height or dirt allowances, are excluded from ARPI but included in AWOTE. The AWOTE series also includes other payments such as shift penalty payments and over-award pay. A significant number of employees are not covered by awards but are included in AWOTE. The AWOTE series is also affected by compositional changes in the labour force. However ARPI is not similarly affected, being a fixed-weight index constructed from a representative 'basket' of occupations selected from the May 1985 Survey of Employees Earnings and Hours. It is subject to reselection and rebasing at infrequent intervals. Other factors affecting comparisons between the two series include seasonal influences on earnings and differences between the two series in the treatment of retrospective pay increases. A detailed description of the methodology, scope, and definitions used in compiling AWOTE is featured in Catalogue No. 6302.0.

Classification of industry and occupation

29. Industry is classified according to the *Australian Standard Industrial Classification (ASIC) 1983* (1201.0). Occupation is classified according to the *Australian Standard Classification of Occupation (ASCO)* (1222.0).

General increases in award wages

30. Details of general increases in award wages as a result of wage hearings since 1980 are included as an appendix to those issues of this publication which correspond to the month in which general wage increases have been awarded. Information for earlier periods was published in *Labour Statistics, Australia, 1980* (6101.0) and earlier issues of that publication.

Related publications

31. For details of previously published indexes reference should be made to the following publications:

For the period March 1939 to June 1965: *Minimum Wage Rates* (6313.0)

For the period June 1965 to June 1972: *Wage Rates Indexes* (6314.0)

For the period July 1972 to June 1975: *Wage Rates and Earnings* (6312.0)

For the period July 1975 to August 1982: *Wage Rates Indexes* (6312.0)

For the period September 1982 to November 1987: *Award Rates of Pay Indexes, Australia* (6312.0)

32. Users may also be interested in the following publications:

Information Paper: Award Rates of Pay Indexes (6343.0)

Distribution and Composition of Employee Earnings and Hours, Australia (6306.0) — annual

Average Weekly Earnings, Australia, Preliminary (6301.0) and final publication *Average Weekly Earnings, States and Australia* (6302.0) — issued quarterly

Incidence of Awards, Australia, May 1985 (6315.0)

Labour Statistics, Australia (6101.0) — annual

A Guide to Labour Statistics (6102.0) — annual

Labour Statistics in Brief (6104.0) — annual

Occasional paper : Statistics on Wages, Earnings, Income and Labour Costs — A Guide to their Concepts, Measurements and Usage No. 1986/1

33. Unpublished information which may be available on request includes more detailed industry and occupation tables.

34. Current publications produced by the ABS are listed in the *Catalogue of Publications, Australia* (1101.0). The ABS also issues, on Tuesdays and Fridays, a *Publications Advice* (1105.0) which lists publications to be released in the next few days. The Catalogue of Publications, and the Publications Advice are available from any ABS office.

Symbols and other usages

- nil or rounded down to zero
- * subject to sampling variability too high for most practical purposes
- .. not applicable

35. Where estimates have been rounded, discrepancies may occur between sums of the component items and totals.

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TABLE 1. AWARD RATES OF PAY INDEXES
FULL-TIME ADULT EMPLOYEES : AUSTRALIA

BASE : JUNE 1985 = 100.0

Month	Weekly series			Hourly series		
	Males	Females	Persons	Males	Females	Persons
1985						
June	100.0	100.0	100.0	100.0	100.0	100.0
July	100.0	100.0	100.0	100.0	100.0	100.0
August	100.0	100.0	100.0	100.0	100.0	100.0
September	100.0	100.0	100.0	100.0	100.0	100.0
October	100.0	100.0	100.0	100.0	100.0	100.0
November	103.8	103.8	103.8	103.8	103.8	103.8
December	103.8	103.8	103.8	103.8	103.8	103.8
1986						
January	103.8	103.8	103.8	103.8	103.9	103.8
February	103.8	103.8	103.8	103.8	103.9	103.8
March	103.8	103.8	103.8	103.8	103.9	103.8
April	103.8	103.8	103.8	103.8	103.9	103.9
May	103.8	103.8	103.8	103.9	103.9	103.9
June	103.8	104.2	104.0	103.9	104.3	104.0
July	106.3	106.6	106.4	106.3	106.7	106.4
August	106.3	106.6	106.4	106.3	106.8	106.4
September	106.3	106.7	106.4	106.3	106.8	106.5
October	106.3	106.7	106.4	106.3	106.8	106.5
November	106.3	106.7	106.4	106.3	106.9	106.5
December	106.3	106.8	106.4	106.3	106.9	106.5
1987						
January	106.4	106.9	106.5	106.4	107.0	106.6
February	106.4	106.9	106.5	106.4	107.0	106.6
March	109.6	110.3	109.8	109.7	110.5	110.0
April	109.6	110.3	109.8	109.7	110.5	110.0
May	109.6	110.3	109.8	109.8	110.9	110.1
June	109.6	110.3	109.8	109.8	110.9	110.1
July	109.6	110.4	109.9	109.8	110.9	110.1
August	109.7	110.4	109.9	109.9	111.0	110.2
September	109.9	110.5	110.1	110.1	111.1	110.4
October	110.2	110.7	110.3	110.4	111.3	110.7
November	110.3	110.8	110.5	110.5	111.4	110.8
December	110.6	111.1	110.8	110.8	111.7	111.1

TABLE 2. WEEKLY AWARD RATES OF PAY INDEXES
FULL-TIME ADULT EMPLOYEES : INDUSTRY, AUSTRALIA

BASE : JUNE 1985 = 100.0

(a) Includes wood, wood products and furniture; non-metallic mineral products; and miscellaneous manufacturing. (b) Excludes employees in the defence forces. (c) Excludes employees in the defence forces, agriculture, services to agriculture and employees in private households employing staff.

TABLE 2. WEEKLY AWARD RATES OF PAY INDEXES
FULL-TIME ADULT EMPLOYEES : INDUSTRY, AUSTRALIA - continued

BASE : JUNE 1985 = 100.0

1986

1987

July	Aug.	Sep.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sep.	Oct.	Nov.	Dec.	
Males																		
106.1	106.1	106.1	106.1	106.1	106.1	108.8	108.8	111.7	111.7	111.7	111.8	111.9	111.9	112.1	112.2	112.2	112.3	
106.2	106.2	106.2	106.2	106.2	106.2	106.2	106.2	109.9	109.9	109.9	109.9	109.9	110.0	110.0	110.2	110.5	110.7	111.6
106.3	106.3	106.3	106.3	106.3	106.3	106.3	106.3	110.1	110.1	110.1	110.1	110.1	110.1	110.1	110.2	110.4	110.5	110.7
106.2	106.2	106.2	106.2	106.2	106.2	106.2	106.2	110.2	110.2	110.2	110.2	110.2	110.2	110.2	110.3	111.6	111.6	112.1
106.2	106.2	106.2	106.2	106.2	106.2	106.2	106.2	109.7	109.7	109.7	109.7	109.8	109.8	109.8	110.0	110.1	110.1	111.0
106.2	106.2	106.2	106.2	106.2	106.2	106.2	106.2	109.8	109.8	109.8	109.8	109.8	109.8	109.8	110.0	110.3	110.4	112.0
106.2	106.2	106.2	106.2	106.2	106.2	106.2	106.2	109.8	109.8	109.8	109.8	109.8	109.8	109.8	109.9	110.1	110.2	111.0
106.3	106.3	106.3	106.3	106.3	106.3	106.3	106.3	110.1	110.1	110.1	110.1	110.1	110.1	110.1	110.2	110.6	110.9	111.6
106.2	106.2	106.2	106.2	106.2	106.2	106.2	106.2	109.6	109.6	109.6	109.6	109.6	109.6	109.6	110.0	110.2	110.6	110.9
106.2	106.2	106.2	106.2	106.2	106.2	106.2	106.2	110.1	110.1	110.1	110.1	110.1	110.1	110.1	110.2	110.6	111.5	111.7
106.2	106.2	106.2	106.2	106.2	106.2	106.3	106.3	109.2	109.2	109.2	109.2	109.2	109.2	109.2	109.8	110.1	110.3	110.3
106.2	106.2	106.2	106.2	106.2	106.2	106.2	106.2	109.4	109.4	109.4	109.4	109.4	109.4	109.4	110.3	110.4	110.7	110.9
106.2	106.2	106.2	106.2	106.2	106.2	106.2	106.2	110.0	110.0	110.0	110.0	110.0	110.0	110.0	110.0	110.3	110.6	110.7
106.2	106.2	106.2	106.2	106.2	106.2	106.2	106.2	109.9	109.9	109.9	109.9	109.9	109.9	109.9	109.9	110.0	110.5	111.0
106.2	106.2	106.2	106.2	106.2	106.2	106.2	106.2	110.0	110.0	110.0	110.0	110.0	110.0	110.0	110.1	110.3	110.4	110.4
106.2	106.2	106.2	106.2	106.2	106.2	106.2	106.2	109.5	109.5	109.5	109.5	109.5	109.5	109.5	109.5	110.3	110.4	110.4
106.2	106.2	106.2	106.2	106.2	106.2	106.2	106.2	109.1	109.1	109.1	109.1	109.1	109.1	109.1	109.1	111.3	111.5	111.9
106.2	106.2	106.2	106.2	106.2	106.2	106.2	106.2	109.3	109.3	109.3	109.3	109.3	109.3	109.3	109.6	109.7	109.7	109.7
106.3	106.3	106.3	106.3	106.3	106.3	106.3	106.3	109.1	109.1	109.1	109.1	109.1	109.1	109.1	109.1	109.2	109.3	109.3
106.4	106.4	106.4	106.4	106.4	106.4	106.5	106.5	109.2	109.2	109.2	109.2	109.2	109.2	109.2	109.3	109.3	109.3	109.3
106.3	106.3	106.3	106.3	106.3	106.3	106.3	106.3	110.0	110.0	110.0	110.0	110.0	110.0	110.0	110.0	110.5	110.5	110.5
106.3	106.3	106.3	106.3	106.3	106.3	106.4	106.4	109.6	109.6	109.6	109.6	109.6	109.6	109.6	109.7	110.2	110.3	110.6
Females																		
106.3	106.3	106.3	106.3	106.3	106.3	106.3	106.3	110.3	110.3	110.3	110.3	110.3	110.3	110.3	110.3	110.6	110.9	111.9
106.5	106.5	106.5	106.5	106.5	106.5	106.5	106.5	110.4	110.4	110.4	110.4	110.4	110.4	110.4	110.6	111.0	111.0	111.1
106.2	106.2	106.2	106.2	106.2	106.2	106.2	106.2	110.4	110.4	110.4	110.4	110.4	110.4	110.4	110.4	110.5	111.5	112.7
106.2	106.2	106.2	106.2	106.2	106.2	106.2	106.2	109.9	109.9	109.9	109.9	109.9	109.9	109.9	110.0	110.2	110.5	111.2
106.2	106.2	106.2	106.2	106.2	106.2	106.2	106.2	110.1	110.1	110.1	110.1	110.1	110.1	110.1	110.2	110.6	110.6	112.4
106.2	106.2	106.2	106.2	106.2	106.2	106.2	106.2	110.3	110.3	110.3	110.3	110.3	110.3	110.3	110.3	110.9	111.0	111.5
106.2	106.2	106.2	106.2	106.2	106.2	106.2	106.2	109.9	109.9	109.9	109.9	109.9	109.9	109.9	109.9	110.2	110.2	110.3
106.2	106.2	106.2	106.2	106.2	106.2	106.2	106.2	110.2	110.2	110.2	110.2	110.2	110.2	110.2	110.2	110.6	110.6	110.5
106.2	106.2	106.2	106.2	106.2	106.2	106.2	106.2	109.5	109.5	109.5	109.5	109.5	109.5	109.5	109.5	109.5	109.5	109.5
106.3	106.3	106.3	106.3	106.3	106.3	106.3	106.3	109.7	109.7	109.7	109.7	109.7	109.7	109.7	109.7	109.9	112.2	113.1
106.2	106.2	106.2	106.2	106.2	106.2	106.2	106.2	109.6	109.6	109.6	109.6	109.6	109.6	109.6	109.6	110.2	110.2	110.2
106.2	106.2	106.2	106.2	106.2	106.2	106.2	106.2	109.3	109.3	109.3	109.3	109.3	109.3	109.3	109.3	109.3	109.5	109.5
107.3	107.3	107.5	107.5	107.6	107.7	107.9	111.1	111.1	111.1	111.1	111.1	111.1	111.1	111.2	111.4	111.4	111.5	111.5
106.2	106.2	106.2	106.2	106.2	106.2	106.2	106.2	110.1	110.1	110.1	110.1	110.1	110.1	110.1	110.1	110.2	110.2	110.3
106.6	106.6	106.7	106.7	106.7	106.8	106.9	110.3	110.3	110.3	110.3	110.3	110.3	110.3	110.4	110.4	110.7	110.8	111.1
Persons																		
106.1	106.1	106.1	106.1	106.1	106.1	108.7	108.8	111.7	111.7	111.7	111.7	111.9	111.9	112.0	112.2	112.2	112.2	112.3
106.2	106.2	106.2	106.2	106.2	106.2	106.3	110.0	110.0	110.0	110.0	110.0	110.0	110.0	110.1	110.2	110.5	110.7	111.7
106.4	106.4	106.4	106.4	106.4	106.4	106.4	106.4	110.2	110.2	110.2	110.2	110.2	110.2	110.2	110.6	110.6	110.6	110.8
106.2	106.2	106.2	106.2	106.2	106.2	106.2	106.2	110.3	110.3	110.3	110.3	110.3	110.3	110.3	110.4	111.5	112.5	112.5
106.2	106.2	106.2	106.2	106.2	106.2	106.2	106.2	109.8	109.8	109.8	109.8	109.8	109.8	109.8	110.0	110.1	110.1	111.0
106.3	106.3	106.3	106.3	106.3	106.3	106.4	106.4	109.9	109.9	109.9	109.9	109.9	109.9	109.9	110.0	110.1	110.3	110.8
106.2	106.2	106.2	106.2	106.2	106.2	106.2	106.2	110.0	110.0	110.0	110.0	110.0	110.0	110.0	110.1	110.3	110.4	112.1
106.2	106.2	106.2	106.2	106.2	106.2	106.2	106.2	109.9	109.9	109.9	109.9	109.9	109.9	109.9	109.9	110.0	110.3	110.5
106.2	106.2	106.2	106.2	106.2	106.2	106.2	106.2	110.2	110.2	110.2	110.2	110.2	110.2	110.2	110.2	110.6	110.9	111.8
106.2	106.2	106.2	106.2	106.2	106.2	106.2	106.2	110.1	110.1	110.1	110.1	110.1	110.1	110.1	110.5	111.4	111.5	112.1
106.2	106.2	106.2	106.2	106.2	106.2	106.2	106.2	109.4	109.4	109.4	109.4	109.4	109.4	109.4	110.2	110.3	110.7	110.9
106.2	106.2	106.2	106.2	106.2	106.2	106.2	106.2	110.0	110.0	110.0	110.0	110.0	110.0	110.0	110.0	110.3	110.4	110.5
106.2	106.2	106.2	106.2	106.2	106.2	106.2	106.2	109.9	109.9	109.9	109.9	109.9	109.9	109.9	110.0	110.5	110.5	110.8
106.2	106.2	106.2	106.2	106.2	106.2	106.2	106.2	110.0	110.0	110.0	110.0	110.0	110.0	110.0	110.0	110.1	110.3	110.3
106.2	106.2	106.2	106.2	106.2	106.2	106.2	106.2	109.5	109.5	109.5	109.5	109.5	109.5	109.5	109.5	110.2	110.3	110.5
106.2	106.2	106.2	106.2	106.2	106.2	106.2	106.2	109.3	109.3	109.3	109.3	109.3	109.3	109.3	109.3	110.9	111.3	112.2
106.2	106.2	106.2	106.2	106.2	106.2	106.2	106.2	109.5	109.5	109.5	109.5	109.5	109.5	109.5	109.5	109.8	109.9	110.0
106.3	106.3	106.3	106.3	106.														

TABLE 3. WEEKLY AWARD RATES OF PAY INDEXES
FULL-TIME ADULT EMPLOYEES : OCCUPATION, AUSTRALIA

BASE : JUNE 1985 = 100.0

Occupation(a)	1985												1986												
	June	July	Aug.	Sep.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	June	July	Aug.	Sep.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May
Males																									
Managers and administrators	100.0	100.0	100.0	100.0	100.0	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.9	103.9	103.9	103.9	103.9	103.9	103.9	103.9	103.9	103.9	103.9	103.9	103.9
Professionals	100.0	100.0	100.1	100.1	100.1	103.9	103.9	103.9	103.9	103.9	103.9	103.9	103.9	103.9	103.9	103.9	103.9	103.9	103.9	103.9	103.9	103.9	103.9	103.9	103.9
Building professionals and engineers	100.0	100.0	100.0	100.1	100.1	103.9	103.9	103.9	103.9	103.9	103.9	103.9	103.9	103.9	103.9	103.9	103.9	103.9	103.9	103.9	103.9	103.9	103.9	103.9	103.9
Health, diagnostic and treatment practitioners	100.0	100.0	100.0	100.0	100.0	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8
Teachers and instructors	100.0	100.0	100.0	100.0	100.0	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8
Business professionals	100.0	100.0	100.0	100.0	100.0	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8
Other professionals	100.0	100.0	100.3	100.3	100.3	104.1	104.1	104.1	104.1	104.1	104.1	104.1	104.1	104.1	104.1	104.1	104.1	104.1	104.1	104.1	104.1	104.1	104.1	104.1	104.1
Para-professionals	100.0	100.0	100.0	100.0	100.0	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8
Engineering, building associates and technicians	100.0	100.0	100.0	100.0	100.0	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8
Police	100.0	100.0	100.0	100.0	100.0	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8
Other para-professionals	100.0	100.0	100.0	100.0	100.0	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8
Tradespersons	100.0	100.0	100.0	100.0	100.0	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8
Metal	100.0	100.0	100.0	100.0	100.0	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8
Electrical and electronic	100.0	100.0	100.0	100.0	100.0	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8
Building	100.0	100.0	100.0	100.0	100.0	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8
Vehicle	100.0	100.0	100.0	100.0	100.0	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8
Other	100.0	100.0	100.0	100.0	100.0	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8
Clerks	100.0	100.0	100.0	100.0	100.0	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8
Salespersons and personal service workers	100.0	100.0	100.0	100.0	100.0	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8
Plant and machine operators, and drivers	100.0	100.0	100.0	100.1	100.1	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8
Rail and road transport drivers	100.0	100.0	100.1	100.1	100.1	103.9	103.9	103.9	103.9	103.9	103.9	103.9	103.9	103.9	103.9	103.9	103.9	103.9	103.9	103.9	103.9	103.9	103.9	103.9	103.9
Machine operators	100.0	100.0	100.0	100.0	100.0	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8
Other plant operators	100.0	100.0	100.0	100.0	100.0	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8
Labourers and related workers	100.0	100.0	100.0	100.0	100.0	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8
Trades assistants and factory hands	100.0	100.0	100.0	100.0	100.0	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8
Construction and mining labourers	100.0	100.0	100.0	100.0	100.0	103.7	103.7	103.7	103.7	103.7	103.7	103.7	103.7	103.7	103.7	103.7	103.7	103.7	103.7	103.7	103.7	103.7	103.7	103.7	103.7
Cleaners	100.0	100.0	100.0	100.0	100.0	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8
Other labourers	100.0	100.0	100.0	100.0	100.0	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8
All occupation groups	100.0	100.0	100.0	100.0	100.0	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8
Females																									
Managers and administrators	100.0	100.0	100.0	100.0	100.0	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8
Professionals	100.0	100.0	100.0	100.0	100.0	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8
Teachers and instructors	100.0	100.0	100.0	100.0	100.0	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8
Other professionals	100.0	100.0	100.0	100.0	100.0	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8
Para-professionals	100.0	100.0	100.0	100.0	100.0	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8
Registered nurses	100.0	100.0	100.0	100.0	100.0	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8
Police	100.0	100.0	100.0	100.0	100.0	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8
Other para-professionals	100.0	100.0	100.0	100.0	100.0	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8
Tradespersons	100.0	100.0	100.0	100.0	100.0	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8
Metal	100.0	100.0	100.0	100.0	100.0	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8
Electrical and electronic	100.0</																								

TABLE 3. WEEKLY AWARD RATES OF PAY INDEXES
 FULL-TIME ADULT EMPLOYEES : OCCUPATION, AUSTRALIA - continued

BASE : JUNE 1985 = 100.0

TABLE 4. WEEKLY AWARD RATES OF PAY INDEXES
FULL-TIME ADULT EMPLOYEES : INDUSTRY, STATE

BASE : JUNE 1985 = 100.0

Industry	1986			1987			1986			1987			1986			1987		
	Dec.	Oct.	Nov.	Dec.	Dec.	Oct.	Nov.	Dec.	Dec.	Oct.	Nov.	Dec.	Dec.	Oct.	Nov.	Dec.		
Males																		
NSW						Vic.						Qld						
Mining	106.1	112.7	112.6	112.7	106.2	111.3	111.3	111.3	106.1	114.3	114.3	114.3	106.1	114.3	114.3	114.3		
Manufacturing	106.2	110.5	110.5	111.6	106.3	110.8	110.9	111.8	106.2	109.9	110.3	111.3	106.2	109.9	110.3	111.3		
Food, beverages, tobacco	106.3	110.4	110.4	110.5	106.5	111.0	111.0	111.2	106.2	109.8	110.3	110.3	106.2	109.8	110.3	110.3		
Textiles, clothing, footwear	106.2	110.7	111.0	111.8	106.2	110.2	111.8	112.2	106.2	110.2	110.2	111.0	106.2	110.2	110.2	111.0		
Paper products, printing and publishing	106.4	110.0	110.0	112.0	106.2	109.8	109.9	110.1	106.2	109.9	109.9	110.2	106.2	109.9	109.9	110.2		
Metal products, machinery and equipment	106.2	110.3	110.3	111.8	106.2	110.6	110.6	112.3	106.3	110.0	110.4	112.5	106.2	110.0	110.4	112.5		
Basic metal products	106.2	110.3	110.3	110.7	106.2	110.1	110.1	111.3	106.2	109.4	111.0	111.1	106.2	109.4	111.0	111.1		
Fabricated metal products,	106.2	110.2	110.2	112.5	106.2	110.4	110.4	113.6	106.4	110.3	110.6	113.5	106.4	110.3	110.6	113.5		
other machinery and equipment	106.2	110.8	110.9	111.9	106.2	111.1	111.1	111.8	106.2	109.7	110.7	110.9	106.2	109.7	110.7	110.9		
Transport equipment	106.2	111.7	111.8	112.6	106.2	112.2	112.2	112.9	106.2	109.9	110.2	110.3	106.2	109.9	110.2	110.3		
Other manufacturing(a)	106.2	109.0	109.0	109.0	106.3	112.3	112.3	112.3	106.2	109.1	110.7	110.7	106.2	109.1	110.7	110.7		
Electricity, gas and water	106.2	110.0	110.0	110.2	106.2	112.3	112.3	112.5	106.1	111.0	111.3	111.3	106.2	111.0	111.3	111.3		
Construction	106.2	110.1	110.1	110.2	106.2	112.3	112.3	112.5	106.1	111.0	111.3	111.3	106.2	111.0	111.3	111.3		
Wholesale and retail trade	106.2	110.1	110.1	110.4	106.2	110.7	110.7	110.9	106.2	110.4	111.0	111.1	106.2	110.4	111.0	111.1		
Wholesale trade	106.2	110.0	110.0	110.6	106.2	111.4	111.4	111.8	106.2	110.5	110.9	111.0	106.2	110.5	110.9	111.0		
Retail trade	106.2	110.1	110.1	110.2	106.2	110.1	110.1	110.1	106.3	110.3	111.1	111.1	106.3	110.3	111.1	111.1		
Transport and storage	106.3	110.4	110.6	110.6	106.1	111.1	111.2	111.2	106.2	109.5	110.6	110.6	106.2	109.5	110.6	110.6		
Communication	106.2	111.6	111.8	112.3	106.2	110.4	110.4	110.5	106.2	112.1	112.1	112.4	106.2	112.1	112.1	112.4		
Finance, property and business services	106.2	109.7	109.7	109.7	106.2	109.8	109.8	109.8	106.2	109.9	110.0	110.0	106.2	109.9	110.0	110.0		
Public administration and defence(b)	106.2	109.2	109.2	109.3	106.3	109.6	109.6	109.6	106.2	109.2	109.5	109.5	106.2	109.2	109.5	109.5		
Community services	106.5	109.2	109.2	109.2	106.6	109.2	109.2	109.2	106.2	109.2	109.2	109.2	106.2	109.2	109.2	109.2		
Recreation, personal and other services	106.7	110.1	110.1	110.1	106.2	111.5	112.1	112.1	106.2	110.1	110.1	110.1	106.2	110.1	110.1	110.1		
All industries(c)	106.3	110.1	110.2	110.5	106.3	110.6	110.7	111.0	106.2	110.1	110.4	110.7	106.2	110.1	110.4	110.7		
SA						WA						Tas.						
Mining	106.2	112.4	112.6	112.6	106.1	109.5	109.5	109.9	106.2	109.7	109.7	109.7	106.2	109.7	109.7	109.7		
Manufacturing	106.3	110.2	110.8	112.1	106.3	110.2	110.8	110.8	106.2	111.1	111.3	111.5	106.2	111.1	111.3	111.5		
Food, beverages, tobacco	106.2	110.0	110.0	110.7	106.5	110.3	110.3	110.3	106.2	110.3	110.3	110.3	106.2	110.3	110.3	110.3		
Textiles, clothing, footwear	106.2	110.1	111.2	112.8	106.2	110.1	110.1	114.5	106.2	110.5	113.8	113.9	106.2	110.5	113.8	113.9		
Paper products, printing and publishing	106.2	110.1	110.1	112.7	106.4	112.0	112.0	112.3	106.2	111.4	111.4	111.4	106.2	111.4	111.4	111.4		
Metal products, machinery and equipment	106.3	110.0	110.6	112.2	106.2	109.5	109.5	111.1	106.2	109.6	109.6	110.1	106.2	109.6	109.6	110.1		
Basic metal products	106.7	110.5	111.4	110.2	106.2	109.2	109.2	112.8	106.2	109.5	109.5	109.6	106.2	109.5	109.5	109.6		
Fabricated metal products,	106.2	110.0	110.0	112.2	106.3	110.0	110.4	110.4	106.3	110.4	110.4	111.5	106.2	110.4	111.5	111.5		
other machinery and equipment	106.2	109.7	111.0	111.9	106.2	109.4	109.4	109.4	106.2	109.9	109.9	113.0	106.2	109.9	109.9	113.0		
Transport equipment	106.2	111.1	111.9	112.3	106.2	110.6	110.6	110.6	106.0	114.9	114.9	114.9	106.0	114.9	114.9	114.9		
Other manufacturing(a)	106.2	109.3	110.3	110.3	106.3	109.0	109.0	109.0	106.7	109.8	109.8	109.8	106.7	109.8	109.8	109.8		
Electricity, gas and water	106.1	109.3	110.3	110.3	106.3	109.0	109.0	109.0	106.7	109.8	109.8	109.8	106.7	109.8	109.8	109.8		
Construction	106.4	111.1	111.5	111.9	106.1	110.6	110.6	110.6	106.2	111.4	111.4	111.4	106.2	111.4	111.4	111.4		
Wholesale and retail trade	106.2	110.2	110.2	110.5	106.4	110.2	110.2	110.2	106.2	109.9	109.9	109.9	106.2	109.9	109.9	109.9		
Wholesale trade	106.2	110.3	110.3	110.5	106.5	110.3	110.3	110.3	106.2	109.9	109.9	109.9	106.2	109.9	109.9	109.9		
Retail trade	106.2	110.0	110.0	110.5	106.5	110.3	110.3	110.3	106.2	109.9	109.9	109.9	106.2	109.9	109.9	109.9		
Transport and storage	106.2	109.7	109.9	110.5	106.2	109.6	109.8	109.8	106.2	109.8	109.8	111.3	106.2	109.8	109.8	111.3		
Communication	106.3	111.1	112.8	114.2	106.2	109.9	109.9	110.0	106.3	111.3	113.2	114.4	106.3	111.3	113.2	114.4		
Finance, property and business services	106.3	110.0	110.0	110.0	106.2	109.8	109.8	109.8	106.2	112.0	112.0	112.0	106.2	112.0	112.0	112.0		
Public administration and defence(b)	106.2	109.4	109.4	109.4	106.2	109.2	109.2	109.2	106.2	109.6	109.6	109.6	106.2	109.6	109.6	109.6		
Community services	108.1	111.4	111.4	111.4	108.8	112.2	112.2	112.2	106.2	110.9	111.0	111.0	106.2	110.9	111.0	111.0		
Recreation, personal and other services	106.3	110.2	110.2	110.3	106.2	110.1	110.1	110.1	106.2	110.2	110.5	110.5	106.2	110.2	110.5	110.5		
All industries(c)	106.3	110.6	110.7	111.0	107.1	110.9	111.0	111.2	106.2	111.1	111.2	111.4	106.2	111.1	111.2	111.4		
Females						NSW						Vic.						
Manufacturing	106.2	110.4	110.6	111.7	106.4	110.7	111.2	112.0	106.2	111.5	111.5	112.6	106.2	111.5	111.5	112.6		
Foods, beverages, tobacco	106.2	110.6	110.6	110.6	107.4	112.1	112.1	112.3	106.3	110.8	110.8	110.8	106.2	110.8	110.8	110.8		
Textiles, clothing, footwear	106.2	110.6	111.5	113.9	106.2	110.4	111.6	112.0	106.2	110.6	110.6	114.7	106.2	110.6	110.6	114.7		
Paper products, printing and publishing	106.2	110.0	111.7	116.7	106.2	110.1	110.1	110.5	106.2	111.4	111.4	111.7	106.2	111.4	111.4	111.7		
Metal products, machinery and equipment	106.2	110.3	110.3	112.0	106.2	110.6	110.6	112.7	106.1	113.5	113.5	114.0	106.2	113.5	113.5	114.0		
Other manufacturing(a)	106.2	110.8	110.8	111.7	106.2	111.0	111.0	111.4	106.2	111.8	111.8	112.3	106.2	111.8	111.8	112.3		
Wholesale and retail trade	106.2	109.9	110.2	110.2	106.2	110.0	110.0	110.0	106.2	111.4	111.4	111.4	106.2	111.4	111.4	111.4		
Wholesale trade	106.2	110.1	110.1	110.9	106.2	110.2	110.2	110.2	106.2	110.9	110.9	110.9	106.2	110.9	110.9	110.9		
Retail trade	106.2	110.0	110.0	110.0	106.2	110.0	110.0	110.0	106.2	110.9	110.9	110.9	106.2	110.9	110.9	110.9		
Transport and storage	106.2	109.7	109.7	110.5	106.2	109.6	109.8	110.9	106.2	109.8	110.0	111.3	106.2	109.8	110.0	111.3		
Communication	106.3	111.1	112.8	114.2	106.2	109.9	109.9	110.0	106.3	111.3	113.2	114.4	106.3	111.3	113.2	114.4		
Finance, property and business services	106.3	110.0	110.0	110.2	106.2	109.8	109.8	109.8	106.2	112.0	112.0	112.0	106.2	112.0	112.0	112.0		
Public administration and defence(b)	106.3	109.1</td																

TABLE 4. WEEKLY AWARD RATES OF PAY INDEXES
 FULL-TIME ADULT EMPLOYEES : INDUSTRY, STATE - continued

BASE : JUNE 1985 = 100.0

Industry	1986			1987			1986			1987			1986			1987		
	Dec.	Oct.	Nov.	Dec.	Dec.													
Persons																		
NSW						Vic.						Qld						
Mining	106.1	112.8	112.7	112.8	106.2	111.2	111.2	111.3	106.1	114.3	114.3	114.3	106.1	112.8	112.8	112.8	106.1	
Manufacturing	106.2	110.5	110.5	111.6	106.3	110.8	111.0	111.9	106.2	110.2	110.5	111.5	106.2	110.5	110.5	111.5	106.2	
Food, beverages, tobacco	106.3	110.5	110.5	110.5	106.6	111.2	111.2	111.4	106.2	109.9	110.4	110.4	106.2	110.5	110.5	110.5	110.4	
Textiles, clothing, footwear	106.2	110.7	111.3	113.2	106.2	110.3	111.7	112.0	106.2	110.5	110.5	113.5	106.2	110.5	110.5	113.5	106.2	
Paper products, printing and publishing	106.3	110.0	110.0	112.0	106.2	109.9	109.9	110.2	106.2	110.3	110.3	110.6	106.2	110.3	110.3	110.6	106.2	
Chemicals, petroleum, coal	106.2	110.1	110.1	110.3	106.5	110.3	110.3	111.4	106.2	111.4	111.4	112.0	106.2	111.4	111.4	112.0	106.2	
Metal products, machinery and equipment	106.2	110.3	110.3	111.8	106.2	110.6	110.6	112.4	106.3	110.2	110.6	112.6	106.3	110.2	110.6	112.6	106.2	
Basic metal products	106.2	110.3	110.3	110.6	106.2	110.0	110.0	111.2	106.2	109.7	111.2	111.3	106.2	111.2	111.2	111.3	106.2	
Fabricated metal products, other machinery and equipment	106.2	110.1	110.1	112.4	106.2	110.2	110.2	113.2	106.3	110.5	110.8	113.6	106.3	110.8	110.8	113.6	106.3	
Transport equipment	106.2	110.8	110.8	111.8	106.2	111.1	111.1	112.0	106.2	109.8	109.8	111.0	106.2	109.8	109.8	111.0	106.2	
Other manufacturing(a)	106.2	111.5	111.6	112.4	106.2	112.0	112.0	112.6	106.2	110.2	110.4	110.6	106.2	110.4	110.4	110.6	106.2	
Electricity, gas and water	106.2	109.1	109.1	109.1	106.3	112.3	112.3	112.3	106.2	109.2	110.6	110.6	106.2	110.6	110.6	110.6	106.2	
Construction	106.2	109.9	109.9	110.2	106.2	112.2	112.2	112.4	106.1	111.1	111.3	111.3	106.1	111.3	111.3	111.3	106.1	
Wholesale and retail trade	106.2	110.0	110.0	110.3	106.2	110.5	110.5	110.6	106.2	110.7	111.1	111.2	106.2	111.1	111.1	111.2	106.2	
Wholesale trade	106.2	109.9	109.9	110.5	106.2	111.1	111.1	111.4	106.2	111.1	111.4	111.5	106.2	111.1	111.4	111.5	106.2	
Retail trade	106.2	110.1	110.1	110.2	106.2	110.0	110.0	110.1	106.2	110.5	110.5	111.0	106.2	110.5	110.5	111.0	106.2	
Transport and storage	106.3	110.3	110.5	110.6	106.1	110.9	111.0	112.2	106.2	109.5	109.6	109.8	106.2	109.5	109.6	109.8	106.2	
Communication	106.2	111.5	112.1	112.8	106.2	110.3	110.3	110.4	106.2	111.9	112.3	112.9	106.2	111.9	112.3	112.9	106.2	
Finance, property and business services	106.2	109.8	109.8	109.9	106.2	109.8	109.8	109.8	106.2	110.9	110.9	111.0	106.2	110.9	110.9	111.0	106.2	
Public administration and defence(b)	106.2	109.5	109.5	109.3	106.3	109.5	109.5	109.5	106.2	109.3	109.6	109.6	106.2	109.3	109.6	109.6	106.2	
Community services	107.4	110.4	110.4	110.4	107.7	110.8	110.8	110.8	106.2	110.1	110.1	110.1	106.2	110.1	110.1	110.1	106.2	
Recreation, personal and other services	106.5	110.1	110.1	110.2	106.2	110.9	111.2	111.2	106.2	110.4	110.4	110.4	106.2	110.4	110.4	110.4	106.2	
All industries(c)	106.5	110.3	110.3	110.7	106.5	110.7	110.8	111.1	106.2	110.4	110.7	110.9	106.2	110.4	110.7	110.9	106.2	
SA						WA						Tas.						
Mining	106.2	112.6	112.9	112.9	106.1	109.5	109.5	109.9	106.2	109.7	109.7	109.7	106.2	109.7	109.7	109.7	106.2	
Manufacturing	106.3	110.2	110.7	112.0	106.3	110.3	110.3	110.8	106.2	111.3	111.5	111.7	106.2	111.3	111.5	111.7	106.2	
Food, beverages, tobacco	106.2	110.1	110.1	110.4	106.5	110.3	110.3	110.3	106.2	111.1	111.1	111.2	106.2	111.1	111.1	111.2	106.2	
Textiles, clothing, footwear	106.2	110.3	110.8	112.4	106.2	110.4	110.4	114.8	106.2	110.5	113.8	114.2	106.2	110.5	113.8	114.2	106.2	
Paper products, printing and publishing	106.2	110.4	110.5	112.7	106.4	116.4	116.4	116.6	106.2	111.4	111.4	111.4	106.2	111.4	111.4	111.4	106.2	
Chemicals, petroleum, coal	106.2	110.1	110.1	110.1	106.3	110.2	110.2	110.2	106.2	109.7	109.7	109.7	106.2	109.7	109.7	109.7	106.2	
Metal products, machinery and equipment	106.3	110.0	110.6	112.3	106.2	109.6	109.6	111.0	106.2	109.6	109.6	110.1	106.2	109.6	109.6	110.1	106.2	
Basic metal products	106.7	110.5	110.5	111.4	106.2	109.3	109.3	112.7	106.2	109.5	109.5	109.6	106.2	109.5	109.5	109.6	106.2	
Fabricated metal products, other machinery and equipment	106.2	110.1	110.1	113.2	106.2	109.9	109.9	110.2	106.3	110.4	110.4	111.5	106.3	110.4	110.4	111.5	106.3	
Transport equipment	106.2	109.7	110.9	112.1	106.2	109.4	109.4	109.5	106.2	110.0	110.0	113.1	106.2	110.0	110.0	113.1	106.2	
Other manufacturing(a)	106.2	110.9	111.6	112.1	106.2	110.6	110.6	110.6	106.0	114.9	114.9	114.9	106.0	114.9	114.9	114.9	106.0	
Electricity, gas and water	106.1	109.3	110.3	110.3	106.2	109.0	109.0	109.0	106.7	109.8	109.8	109.8	106.7	109.8	109.8	109.8	106.7	
Construction	106.4	111.1	111.5	111.8	106.1	110.6	110.6	110.6	106.2	110.7	110.7	110.7	106.2	110.7	110.7	110.7	106.2	
Wholesale and retail trade	106.2	110.1	110.1	110.3	106.4	110.2	110.2	110.2	106.2	110.0	110.0	110.0	106.2	110.0	110.0	110.0	106.2	
Wholesale trade	106.2	110.2	110.2	110.4	106.5	110.3	110.3	110.3	106.2	110.0	110.0	110.0	106.2	110.0	110.0	110.0	106.2	
Retail trade	106.2	110.0	110.0	110.2	106.3	110.1	110.1	110.1	106.2	110.2	110.2	110.0	106.2	110.2	110.0	110.0	106.2	
Transport and storage	106.2	110.4	110.4	110.7	106.2	109.5	109.5	109.5	106.2	109.6	109.6	109.6	106.2	109.6	109.6	109.6	106.2	
Communication	106.2	111.8	111.9	112.3	106.2	111.7	112.2	112.8	106.7	110.7	111.9	112.2	106.7	111.9	112.2	112.2	106.7	
Finance, property and business services	106.2	109.8	109.9	110.0	106.2	109.6	109.6	109.6	106.2	109.1	109.1	109.1	106.2	109.1	109.1	109.1	106.2	
Public administration and defence(b)	106.2	109.0	110.0	110.1	106.3	109.1	109.1	109.1	106.2	109.4	109.4	109.4	106.2	109.4	109.4	109.4	106.2	
Community services	107.1	110.4	111.1	111.1	106.3	110.7	110.7	110.7	107.2	110.2	110.2	110.2	110.2	110.2	110.2	110.2	110.2	
Recreation, personal and other services	106.1	109.7	109.7	109.7	106.1	110.2	110.2	110.2	106.2	110.0	110.0	110.0	110.2	110.0	110.0	110.0	110.2	
All industries(c)	106.4	110.2	110.7	111.1	106.2	110.1	110.1	110.2	106.3	106.5	110.2	110.3	110.4	110.2	110.3	110.4	110.4	

TABLE 5 . WEEKLY AWARD RATES OF PAY STATES
FULL-TIME ADULT EMPLOYEES : OCCUPATION, STATE

BASE : JUNE 1985 = 100.0

Occupation(a)	1986			1987			1986			1987			1986			1987		
	Dec.	Oct.	Nov.	Dec.														
Males																		
NSW						Vic.						Qld						
Managers and administrators	106.2	109.1	109.1	109.3	106.3	109.4	109.4	109.5	106.2	109.2	109.3	109.3	109.4	109.4	109.4	109.4	109.4	
Professionals	106.3	109.1	109.2	109.2	106.3	109.2	109.2	109.3	106.2	108.9	109.0	109.0	109.0	109.0	109.0	109.0	109.0	
Building professionals and engineers	106.2	109.3	109.3	109.5	106.4	110.4	110.4	110.7	106.2	109.8	110.0	110.0	110.0	110.0	110.0	110.0	110.0	
Health, diagnostic and treatment practitioners	106.2	108.3	108.3	108.3	106.2	109.1	109.1	109.1	106.2	107.5	107.5	107.5	107.5	107.5	107.5	107.5	107.5	
Teachers and instructors	106.2	109.1	109.1	109.1	106.2	108.6	108.6	108.6	106.2	108.2	108.2	108.2	108.2	108.2	108.2	108.2	108.2	
Business professionals	106.2	109.2	109.5	109.6	106.2	109.2	109.2	109.2	106.2	110.0	110.0	110.0	110.0	110.0	110.0	110.0	110.0	
Other professionals	106.9	109.6	109.6	109.7	106.6	109.4	109.4	109.5	106.4	109.4	109.4	109.4	109.5	109.5	109.5	109.5	109.5	
Para-professionals	106.5	109.7	109.7	109.9	106.9	110.6	110.7	110.9	106.2	110.0	110.1	110.1	110.1	110.1	110.1	110.1	110.1	
Engineering, building associates and technicians	106.2	109.6	109.6	110.0	106.4	110.7	110.7	111.1	106.2	109.5	109.7	109.7	109.9	109.9	109.9	109.9	109.9	
Police	106.2	108.6	108.6	108.6	108.2	110.6	110.6	110.6	106.2	109.0	109.0	109.0	109.0	109.0	109.0	109.0	109.0	
Other para-professionals	106.9	110.2	110.2	110.3	106.8	110.6	110.7	110.7	106.2	110.4	110.5	110.5	110.5	110.5	110.5	110.5	110.5	
Tradespersons	106.2	110.6	110.6	111.3	106.2	111.1	111.2	111.9	106.2	110.4	111.3	111.3	111.9	111.9	111.9	111.9	111.9	
Metal	106.2	110.5	110.5	111.9	106.2	110.8	110.8	112.8	106.4	110.0	111.1	112.9						
Electrical and electronic	106.2	111.2	111.3	111.7	106.3	111.2	111.2	111.6	106.2	111.1	112.3	112.5						
Building	106.2	110.3	110.3	110.4	106.2	113.1	113.1	113.2	106.0	110.5	110.8	110.9						
Vehicle	106.2	110.1	110.1	110.4	106.2	110.6	110.6	111.0	106.3	110.1	112.2	112.4						
Other	106.2	110.2	110.2	111.0	106.3	110.4	110.6	110.9	106.2	110.1	110.2	110.4						
Clerks	106.2	109.8	109.9	110.1	106.2	109.8	109.8	109.9	106.2	109.7	109.8	109.9						
Salespersons and personal service workers	106.5	110.0	110.0	110.1	106.3	110.1	110.1	110.2	106.3	110.1	110.2	110.2						
Plant and machine operators, and drivers	106.3	110.4	110.4	110.6	106.2	110.9	110.9	111.3	106.2	110.5	110.6	110.8						
Rail and road transport drivers	106.7	110.4	110.4	110.4	106.1	110.4	110.5	110.5	106.2	110.7	110.8	110.8						
Machine operators	106.2	111.0	111.1	112.0	106.2	111.2	111.7	112.3	106.2	110.2	110.5	111.3						
Other plant operators	106.1	110.1	110.1	110.3	106.2	111.1	111.1	111.3	106.2	110.5	110.6	110.7						
Labourers and related workers	106.2	110.5	110.5	111.0	106.2	111.3	111.4	111.9	106.2	110.4	110.6	110.8						
Trades assistants and factory hands	106.2	110.8	110.8	111.6	106.2	111.8	111.8	112.6	106.2	110.2	110.4	110.8						
Construction and mining labourers	106.2	110.3	110.3	110.6	106.2	112.0	112.0	112.4	106.2	111.1	111.4	111.4						
Other labourers	106.2	110.3	110.3	110.6	106.2	110.6	110.7	110.9	106.2	110.2	110.3	110.4						
All occupation groups	106.3	110.1	110.2	110.5	106.3	110.6	110.7	111.0	106.2	110.1	110.4	110.7						
SA						WA						Tas.						
Managers and administrators	106.2	108.9	109.4	109.6	106.3	108.8	108.8	108.9	106.1	108.6	108.6	108.9						
Professionals	106.2	109.1	109.5	109.5	106.2	108.7	108.7	108.7	106.5	108.9	108.9	108.9						
Building professionals and engineers	106.3	109.9	111.5	111.5	106.3	108.8	108.8	108.8	107.2	109.7	109.7	109.7						
Health, diagnostic and treatment practitioners	106.2	108.1	108.4	108.4	106.2	108.0	108.0	108.0	106.3	107.7	107.7	107.7						
Teachers and instructors	106.2	108.8	109.0	109.0	106.2	108.4	108.4	108.4	106.2	108.6	108.6	108.6						
Business professionals	106.3	109.0	109.5	109.6	106.3	109.0	109.0	109.0	106.5	109.4	109.4	109.4						
Other professionals	106.3	109.6	110.0	110.1	106.3	109.4	109.4	109.5	106.7	108.9	108.9	108.9						
Para-professionals	106.4	109.7	110.1	110.2	106.2	109.8	109.8	109.8	107.0	110.0	110.0	110.3						
Engineering, building associates and technicians	106.2	109.9	110.5	110.6	106.2	109.7	109.8	109.8	106.3	109.5	109.5	109.6						
Police	106.2	108.8	108.8	108.8	106.2	108.4	108.4	108.4	106.2	109.0	109.0	109.0						
Other para-professionals	106.6	109.8	110.4	110.5	106.3	110.3	110.3	110.3	107.8	110.7	110.7	111.2						
Tradespersons	106.3	110.6	110.9	111.9	106.2	110.2	110.2	110.4	106.2	110.3	110.4	110.6						
Metal	106.2	109.9	110.4	112.3	106.2	109.6	109.6	110.1	106.2	110.6	110.7	111.3						
Electrical and electronic	106.3	111.2	111.3	111.7	106.2	110.3	110.3	110.5	106.2	110.3	110.3	110.4						
Building	106.9	112.3	112.3	112.5	106.0	111.2	111.2	111.2	106.2	110.6	110.6	110.6						
Vehicle	106.2	109.9	110.1	110.7	106.2	109.8	109.8	110.0	106.2	109.8	109.9	110.4						
Other	106.2	110.8	110.9	111.8	106.2	110.3	110.3	110.4	106.2	110.3	110.3	110.3						
Clerks	106.2	109.7	110.5	110.7	106.2	109.3	109.3	109.5	106.4	109.5	109.5	109.7						
Salespersons and personal service workers	106.2	110.0	110.1	110.1	106.7	110.6	110.6	110.6	106.4	110.1	110.1	110.1						
Plant and machine operators, and drivers	106.3	110.7	111.0	111.2	106.2	109.8	109.8	110.0	106.2	110.3	110.5	110.5						
Rail and road transport drivers	106.2	110.9	110.9	110.9	106.2	109.6	109.6	109.6	106.2	110.2	110.2	110.2						
Machine operators	106.2	110.9	111.9	112.6	106.2	109.9	109.9	110.1	106.2	110.6	111.5	111.6						
Other plant operators	106.5	110.4	110.6	110.9	106.2	109.9	109.9	110.3	106.2	110.1	110.1	110.1						
Labourers and related workers	106.2	110.3	110.6	111.3	106.4	110.4	110.4	110.6	106.2	110.8	110.8	110.9						
Trades assistants and factory hands	106.2	110.5	111.0	112.2	106.2	110.2	110.2	110.4	106.2	111.7	111.7	111.8						
Construction and mining labourers	106.3	110.2	110.7	111.0	106.2	110.1	110.5	110.5	106.2	110.6	110.6	110.6						
Other labourers	106.2	110.0	110.2	110.4	106.6	110.7	110.7	110.8	106.2	110.2	110.3	110.4						
All occupation groups	106.3	110.1	110.5	110.9	106.3	109.8	109.8	110.0	106.3	110.0	110.1	110.2						

Manufacturing

Food, beverages, tobacco	
Textiles, clothing, footwear	
Plastics, rubber, glass, ceramics	
Metal, engineering, machinery	
Other manufacturing	
Wholesale and retail trade	
Hotels, restaurants	
Transport and storage	
Communication	
Finance, insurance, business services	
Public administration, defence	
Community services	
Manufacturing, repair and other services	
All industries	

for industry, wage index, product and institutions, non-financial corporations, government, defence, public administration, defence, community services, repair and other services, all industries.

TABLE 5 . WEEKLY AWARD RATES OF PAY STATES
FULL-TIME ADULT EMPLOYEES : OCCUPATION, STATE - continued

BASE : JUNE 1985 = 100.0

Occupation(a)	1986				1987				1986				1987				
	Dec.	Oct.	Nov.	Dec.													
Females																	
NSW																	
Managers and administrators	106.9	110.1	110.1	110.3	107.3	110.7	110.7	110.7	106.2	111.8	111.9	111.9	106.2	111.8	111.9	111.9	
Professionals	106.4	109.4	109.4	109.5	106.4	109.3	109.3	109.3	106.2	108.9	108.9	108.9	106.2	108.9	108.9	108.9	
Teachers and instructors	106.3	109.3	109.3	109.3	106.3	109.2	109.2	109.2	106.2	108.4	108.4	108.4	106.2	108.4	108.4	108.4	
Other professionals	106.7	109.8	109.8	109.9	106.5	109.5	109.5	109.5	106.2	110.1	110.3	110.4	106.2	110.1	110.3	110.4	
Para-professionals	110.9	114.1	114.1	114.2	114.8	119.4	119.4	119.4	106.2	113.4	113.4	113.5	106.2	113.4	113.4	113.5	
Registered nurses	113.5	116.7	116.7	116.7	119.8	125.3	125.3	125.3	106.2	114.8	114.8	114.8	106.2	114.8	114.8	114.8	
Other para-professionals	106.6	109.8	109.8	110.1	107.5	110.8	110.8	110.8	106.2	109.8	109.9	109.9	106.2	109.8	109.9	109.9	
Tradespersons	106.2	110.9	112.2	112.8	106.3	110.5	110.5	110.5	106.2	110.3	110.3	110.3	106.2	110.3	110.3	110.3	
Clerks	106.2	109.8	109.8	110.0	106.2	109.7	109.7	109.7	106.2	111.5	111.7	111.8	106.2	111.5	111.7	111.8	
Stenographers	106.2	109.7	109.7	109.8	106.2	109.5	109.5	109.5	106.2	112.2	112.4	112.4	106.2	112.2	112.4	112.4	
Receptionists	106.2	109.9	109.9	110.0	106.3	109.9	109.9	109.9	106.2	112.4	113.4	113.5	106.2	112.4	113.4	113.5	
Other clerks	106.2	109.8	109.8	110.1	106.2	109.7	109.7	109.7	106.2	111.1	111.1	111.3	106.2	111.1	111.1	111.3	
Salespersons and personal service workers	108.3	111.9	111.9	112.0	108.3	112.3	112.3	112.3	112.5	116.2	116.2	116.2	112.5	116.2	116.2	116.2	
Salespersons	106.2	110.0	110.1	110.1	106.2	110.0	110.0	110.0	106.2	110.5	110.5	110.6	106.2	110.5	110.5	110.6	
Personal service workers	110.8	114.2	114.2	114.4	114.4	119.3	119.3	119.3	119.9	106.2	112.9	112.9	113.1	119.9	106.2	112.9	113.1
Plant and machine operators, and drivers	106.3	110.7	111.1	113.0	106.3	110.7	111.6	111.6	110.2	110.5	110.5	112.8	110.2	110.5	110.5	112.8	
Machine operators	106.2	110.7	111.1	113.2	106.3	110.7	111.6	111.6	112.0	110.4	110.4	113.2	106.2	110.4	110.4	113.2	
Other plant and machine operators, and drivers	107.2	110.8	110.8	111.4	106.2	110.5	110.5	110.5	110.9	106.2	111.0	111.0	111.1	110.9	111.0	111.1	111.1
Labourers and related workers	106.5	110.7	110.7	111.4	106.4	110.7	110.9	111.9	106.2	110.3	110.3	110.5	106.2	110.3	110.3	110.5	
Trades assistants and factory hands	106.2	110.7	110.8	112.3	106.5	111.0	111.4	112.8	106.3	110.5	110.5	111.1	106.3	110.5	110.5	111.1	
Cleaners	106.3	110.3	110.3	110.3	106.2	110.3	110.3	110.5	106.2	110.2	110.2	110.2	106.2	110.2	110.2	110.2	
Other labourers	107.1	111.0	111.0	111.2	106.3	110.4	110.5	110.8	106.2	110.2	110.2	110.4	106.2	110.2	110.4	110.4	
All occupation groups	106.9	110.6	110.7	111.0	107.1	110.9	111.0	111.2	106.2	111.1	111.2	111.4	106.2	111.1	111.2	111.4	
SA																	
Managers and administrators	106.6	110.1	110.5	110.6	106.2	110.8	110.8	110.8	107.0	109.9	109.9	109.9	106.2	109.9	109.9	109.9	
Professionals	106.3	109.6	109.8	109.8	106.2	108.9	108.9	108.9	106.3	108.9	108.9	108.9	106.3	108.9	108.9	108.9	
Teachers and instructors	106.3	109.5	109.5	109.5	106.2	108.7	108.7	108.7	106.3	108.8	108.8	108.8	106.3	108.8	108.8	108.8	
Other professionals	106.6	109.9	110.8	110.9	106.4	109.5	109.5	109.5	106.2	109.2	109.2	109.2	106.2	109.2	109.2	109.2	
Para-professionals	109.8	114.5	116.4	116.4	106.2	114.1	114.1	114.1	112.0	115.2	115.2	115.2	112.0	115.2	115.2	115.2	
Registered nurses	111.6	117.0	119.6	119.6	106.2	116.4	116.4	116.4	116.6	117.9	117.9	117.9	116.6	117.9	117.9	117.9	
Other para-professionals	106.5	110.1	110.6	110.7	106.2	109.3	109.4	109.4	106.6	109.6	109.6	109.6	106.6	109.6	109.6	109.6	
Tradespersons	106.2	110.2	110.4	112.1	106.3	110.3	110.3	110.5	106.2	112.5	112.5	112.9	106.2	112.5	112.5	112.9	
Clerks	106.2	109.9	110.6	110.7	106.2	109.9	110.0	110.2	106.4	109.9	110.1	110.2	106.4	109.9	110.1	110.2	
Stenographers	106.2	110.4	110.6	110.6	106.2	109.5	109.6	109.6	106.3	109.6	111.2	111.4	106.3	109.6	111.2	111.4	
Receptionists	106.2	110.2	111.0	111.0	106.2	110.6	111.5	111.5	106.3	110.4	111.2	111.4	106.3	110.4	111.2	111.4	
Other clerks	106.2	109.7	110.5	110.6	106.2	109.7	109.7	109.7	106.5	109.8	109.8	109.9	106.5	109.8	109.8	109.9	
Salespersons and personal service workers	107.6	111.6	111.9	111.9	106.2	112.0	112.0	112.1	107.6	111.5	111.5	111.5	106.2	111.5	111.5	111.5	
Salespersons	106.2	110.0	110.0	110.1	106.3	110.2	110.2	110.2	106.2	110.0	110.0	110.0	106.2	110.0	110.0	110.0	
Personal service workers	111.8	116.2	117.2	117.7	106.2	115.4	115.4	115.4	115.6	111.5	114.9	114.9	114.9	115.6	114.9	114.9	114.9
Plant and machine operators, and drivers	106.2	110.6	111.0	113.8	106.1	110.0	110.0	111.7	106.2	111.4	111.4	113.3	106.2	111.4	111.4	114.1	
Machine operators	106.2	110.5	110.9	114.2	106.2	110.3	110.3	112.6	106.2	111.4	111.4	113.3	106.2	111.4	111.4	114.1	
Other plant and machine operators, and drivers	106.2	111.3	111.3	112.0	105.7	109.3	109.3	109.3	106.2	111.6	113.0	113.0	106.2	111.6	113.0	113.0	
Labourers and related workers	106.2	110.3	110.4	111.4	106.2	111.1	111.1	112.1	106.2	110.7	110.8	110.9	106.2	110.7	110.8	110.9	
Trades assistants and factory hands	106.2	110.6	110.6	112.8	106.2	110.2	110.2	110.5	106.2	113.0	113.0	113.7	106.2	113.0	113.0	113.7	
Cleaners	106.2	110.2	110.2	110.2	106.1	110.4	110.4	110.4	106.2	110.3	110.3	110.3	106.2	110.3	110.3	110.3	
Other labourers	106.2	110.2	110.2	110.6	106.2	111.6	111.6	111.6	106.2	110.3	110.4	110.4	106.2	110.3	110.4	110.4	
All occupation groups	106.7	110.5	111.1	111.4	106.2	110.8	110.9	111.0	107.1	110.7	110.7	110.9	107.1	110.7	110.8	110.9	
WA																	
Managers and administrators	106.6	110.1	110.5	110.6	106.2	110.8	110.8	110.8	107.0	109.9	109.9	109.9	106.2	109.9	109.9	109.9	
Professionals	106.3	109.6	109.8	109.8	106.2	108.9	108.9	108.9	106.3	108.9	108.9	108.9	106.3	108.9	108.9	108.9	
Teachers and instructors	106.3	109.5	109.5	109.5	106.2	108.7	108.7	108.7	106.3	108.8	108.8	108.8	106.3	108.8	108.8	108.8	
Other professionals	106.6	109.9	110.8	110.9	106.4	109.5	109.5	109.5	106.2	109.2	109.2	109.2	106.2	109.2	109.2	109.2	
Para-professionals	109.8	114.5	116.4	116.4	106.2	114.1	114.1	114.1	112.0	117.9	117.9	117.9	112.0	117.9	117.9	117.9	
Registered nurses	111.6	117.0	119.6	119.6	106.2	116.4	116.4	116.4	116.6	117.9	117.9	117.9	116.6	117.9	117.9	117.9	
Other para-professionals	106.5	110.1	110.6	110.7	106.2	109.3	109.4	109.4	106.6	109.6	109.6	109.6	106.6	109.6	109.6	109.6	
Tradespersons	106.2	110.2	110.4	112.1	106.3	110.3	110.3	110.5	106.2	112.5	112.5	112.9	106.2	112.5	112.5	112.9	
Clerks	106.2	109.9	110.6	110.7	106.2	109.9	110.0	110.2	106.4	109.9	110.1	110.2	106.4	109.9	110.1	110.2	
Stenographers	106.2	110.4	110.6	110.6	106.2	109.5	109.6	109.6	106.3	109.6	111.2	111.4	106.3	109.6	111.2	111.4	
Receptionists	106.2	110.2	111.0	111.0	106.2	110.6	111.5	111.5	106.3	110.4	111.2	111.4	106.3	110.4	111.2	111.4	
Other clerks	106.2	109.7	110.5	110.6	106.2	109.7	109.7	109.7	106.5	109.9	109.9	109.9	106.5	109.9	109.9	109.9	
Salespersons and personal service workers	107.6	111.6	111.9	111.9	106.2	112.0	112.0	112.1	107.6	111.5	111.5	111.5	106.2	111.5	111.5	111.5	
Salespersons	106.2																

TABLE 6. WEEKLY AWARD RATES OF PAY INDEXES
FULL-TIME ADULT EMPLOYEES : STATES AND TERRITORIES

BASE : JUNE 1985 = 100.0

Month	NSW	Vic.	Qld	SA	WA	Tas.	NT	WA	ACT	Aust.
Males										
1985										
June	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
July	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
August	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.2	100.0
September	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.2	100.0
October	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.2	100.0
November	103.8	103.8	103.8	103.8	103.8	103.8	103.7	103.8	103.8	103.8
December	103.8	103.8	103.8	103.8	103.8	103.8	103.9	103.8	103.8	103.8
1986										
January	103.8	103.8	103.8	103.8	103.8	103.8	103.9	103.8	103.8	103.8
February	103.8	103.8	103.8	103.8	103.9	103.8	103.9	103.8	103.8	103.8
March	103.8	103.8	103.8	103.8	103.9	103.8	103.9	103.8	103.8	103.8
April	103.8	103.8	103.8	103.8	103.9	103.8	103.9	103.8	103.8	103.8
May	103.8	103.8	103.8	103.8	103.9	103.8	103.9	104.0	103.8	103.8
June	103.9	103.9	103.8	103.8	103.9	103.8	103.9	104.0	103.8	103.8
July	106.3	106.3	106.2	106.2	106.2	106.3	106.2	106.4	106.3	106.3
August	106.3	106.3	106.2	106.2	106.2	106.3	106.2	106.4	106.3	106.3
September	106.3	106.3	106.2	106.2	106.2	106.3	106.3	106.4	106.3	106.3
October	106.3	106.3	106.2	106.2	106.2	106.3	106.3	106.4	106.3	106.3
November	106.3	106.3	106.2	106.3	106.3	106.3	106.3	106.4	106.3	106.3
December	106.3	106.3	106.2	106.3	106.3	106.3	106.3	106.4	106.3	106.3
1987										
January	106.4	106.3	106.5	106.3	106.3	106.3	106.3	106.4	106.4	106.4
February	106.4	106.3	106.5	106.3	106.3	106.3	106.3	106.4	106.4	106.4
March	109.7	109.6	109.7	109.6	109.4	109.6	109.1	109.0	109.6	109.6
April	109.7	109.6	109.7	109.6	109.4	109.6	109.1	109.0	109.6	109.6
May	109.7	109.6	109.7	109.6	109.4	109.6	109.1	109.0	109.6	109.6
June	109.7	109.6	109.7	109.7	109.4	109.6	109.1	109.0	109.6	109.6
July	109.7	109.6	109.7	109.7	109.5	109.6	109.1	109.0	109.6	109.6
August	109.7	109.8	109.9	109.7	109.6	109.6	109.1	109.0	109.7	109.7
September	109.9	110.1	110.1	110.0	109.7	109.8	109.6	109.0	109.9	109.9
October	110.1	110.6	110.1	110.1	109.8	110.0	109.6	109.0	110.2	110.2
November	110.2	110.7	110.4	110.5	109.8	110.1	109.6	109.1	110.3	110.3
December	110.5	111.0	110.7	110.9	110.0	110.2	109.6	109.2	110.6	110.6
Annual change %	4.0	4.5	4.2	4.4	3.5	3.6	3.1	2.6	4.1	
Females										
1985										
June	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
July	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
August	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
September	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
October	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
November	103.8	103.8	103.8	103.8	103.8	103.8	103.7	103.8	103.8	103.8
December	103.8	103.8	103.8	103.8	103.8	103.8	104.1	103.8	103.8	103.8
1986										
January	103.8	103.8	103.8	103.8	103.8	103.8	104.1	103.8	103.8	103.8
February	103.8	103.8	103.8	103.8	103.8	103.8	104.1	103.8	103.8	103.8
March	103.8	103.8	103.8	103.8	103.8	103.8	104.1	103.8	103.8	103.8
April	103.8	103.8	103.8	103.8	103.8	103.8	104.1	103.8	103.8	103.8
May	103.8	103.8	103.8	103.8	103.8	103.8	104.1	103.8	103.8	103.8
June	104.3	104.6	103.8	103.8	103.8	103.8	104.1	103.8	104.2	104.2
July	106.8	107.0	106.2	106.0	106.2	106.8	106.4	106.3	106.6	106.6
August	106.8	107.0	106.2	106.1	106.2	106.8	106.4	106.3	106.6	106.6
September	106.9	107.0	106.2	106.1	106.2	106.8	106.5	106.3	106.7	106.7
October	106.9	107.0	106.2	106.2	106.2	106.8	106.5	106.3	106.7	106.7
November	106.9	107.0	106.2	106.7	106.2	107.1	106.5	106.3	106.7	106.7
December	106.9	107.1	106.2	106.7	106.2	107.1	106.5	106.3	106.8	106.8
1987										
January	107.0	107.2	106.2	106.7	106.7	107.1	106.5	106.3	106.9	
February	106.9	107.2	106.2	106.9	106.8	107.1	106.5	106.3	106.9	
March	110.4	110.7	109.7	110.4	110.1	110.4	109.5	109.2	110.3	
April	110.4	110.7	109.7	110.4	110.1	110.4	109.5	109.2	110.3	
May	110.4	110.7	109.7	110.4	110.2	110.4	109.5	109.2	110.3	
June	110.4	110.7	109.7	110.4	110.2	110.4	109.5	109.2	110.3	
July	110.4	110.7	109.7	110.4	110.7	110.4	109.5	109.2	110.4	
August	110.5	110.7	110.2	110.4	110.7	110.4	109.5	109.2	110.4	
September	110.5	110.8	110.2	110.5	110.8	110.4	110.3	109.2	110.5	
October	110.6	110.9	111.1	110.5	110.8	110.7	110.3	109.3	110.7	
November	110.7	111.0	111.2	111.1	110.9	110.8	110.3	109.3	110.8	
December	111.0	111.2	111.4	111.4	111.0	110.9	110.3	109.5	111.1	
Annual change %	3.8	3.9	4.9	4.4	4.5	3.5	3.6	3.0	4.0	

TABLE 6. WEEKLY AWARD RATES OF PAY INDEXES
 FULL-TIME ADULT EMPLOYEES : STATES AND TERRITORIES - continued

BASE : JUNE 1985 = 100.0

	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Aust.
Persons									
1985									
June	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
July	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
August	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.1	100.0
September	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.1	100.0
October	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.1	100.0
November	103.8	103.8	103.8	103.8	103.8	103.8	103.7	103.8	103.8
December	103.8	103.8	103.8	103.8	103.8	103.8	104.0	103.8	103.8
1986									
January	103.8	103.8	103.8	103.8	103.8	103.8	104.0	103.8	103.8
February	103.8	103.8	103.8	103.8	103.8	103.8	104.0	103.8	103.8
March	103.8	103.8	103.8	103.8	103.8	103.8	104.0	103.8	103.8
April	103.8	103.8	103.8	103.8	103.9	103.8	104.0	103.8	103.8
May	103.8	103.8	103.8	103.8	103.9	103.8	104.0	103.9	103.8
June	104.0	104.1	103.8	103.8	103.9	103.8	104.0	104.0	104.0
July	106.4	106.5	106.2	106.2	106.2	106.4	106.3	106.4	106.4
August	106.4	106.5	106.2	106.2	106.2	106.4	106.3	106.4	106.4
September	106.5	106.5	106.2	106.2	106.2	106.4	106.3	106.4	106.4
October	106.5	106.5	106.2	106.2	106.2	106.4	106.3	106.4	106.4
November	106.5	106.5	106.2	106.4	106.2	106.5	106.3	106.4	106.4
December	106.5	106.5	106.2	106.4	106.2	106.5	106.3	106.4	106.4
1987									
January	106.6	106.6	106.4	106.4	106.4	106.5	106.3	106.4	106.5
February	106.6	106.6	106.4	106.5	106.5	106.5	106.3	106.4	106.5
March	109.9	110.0	109.7	109.8	109.6	109.8	109.3	109.0	109.8
April	109.9	110.0	109.7	109.8	109.6	109.8	109.3	109.0	109.8
May	109.9	110.0	109.7	109.8	109.7	109.8	109.3	109.0	109.8
June	109.9	110.0	109.7	109.9	109.7	109.8	109.3	109.0	109.8
July	109.9	110.0	109.7	109.9	109.8	109.8	109.3	109.1	109.9
August	110.0	110.1	109.9	109.9	109.9	109.8	109.3	109.1	109.9
September	110.1	110.3	110.1	110.2	110.0	110.0	109.9	109.1	110.1
October	110.3	110.7	110.4	110.2	110.1	110.2	109.9	109.1	110.3
November	110.3	110.8	110.7	110.7	110.2	110.3	109.9	109.2	110.5
December	110.7	111.1	110.9	111.1	110.3	110.4	109.9	109.3	110.8
Annual change %	3.9	4.3	4.4	4.4	3.8	3.6	3.3	2.7	4.1

TABLE 7. WEEKLY AWARD RATES OF PAY INDEXES
FULL-TIME ADULT EMPLOYEES : FEDERAL AND STATE AWARDS

BASE : JUNE 1985 = 100.0

MALES

Month	NSW	Vic.	Qld	SA	WA	Tas.	Aust.(a)
Federal awards							
1986							
December	106.2	106.2	106.2	106.2	106.2	106.3	106.2
1987							
January	106.5	106.2	106.8	106.2	106.2	106.3	106.4
February	106.5	106.2	106.8	106.2	106.2	106.3	106.4
March	109.8	109.6	110.0	109.6	109.2	109.5	109.6
April	109.8	109.6	110.0	109.6	109.2	109.5	109.6
May	109.8	109.6	110.0	109.6	109.2	109.5	109.6
June	109.8	109.6	110.0	109.6	109.2	109.5	109.6
July	109.8	109.6	110.0	109.6	109.2	109.6	109.6
August	109.9	109.7	110.3	109.7	109.3	109.6	109.7
September	110.1	110.3	110.9	110.2	109.7	109.9	110.2
October	110.6	110.9	111.0	110.4	110.0	110.3	110.6
November	110.7	111.0	111.1	110.6	110.0	110.4	110.7
December	111.5	111.6	111.8	111.5	110.4	110.6	111.3
Annual change %	4.9	5.0	5.3	5.0	4.0	4.0	4.8
State awards							
1986							
December	106.3	106.4	106.2	106.4	106.3	106.4	106.3
1987							
January	106.3	106.4	106.2	106.4	106.4	106.4	106.3
February	106.3	106.4	106.2	106.4	106.4	106.4	106.3
March	109.6	109.7	109.5	109.7	109.6	109.6	109.6
April	109.6	109.7	109.5	109.7	109.6	109.6	109.6
May	109.6	109.7	109.5	109.7	109.6	109.6	109.6
June	109.6	109.7	109.5	109.7	109.6	109.6	109.6
July	109.6	109.7	109.5	109.7	109.7	109.6	109.6
August	109.6	109.9	109.6	109.8	109.7	109.6	109.7
September	109.7	109.9	109.6	109.8	109.7	109.6	109.7
October	109.7	109.9	109.6	109.8	109.7	109.6	109.7
November	109.7	110.0	110.0	110.3	109.7	109.6	109.9
December	109.7	110.0	110.0	110.3	109.7	109.6	109.9
Annual change %	3.1	3.3	3.6	3.7	3.2	3.1	3.3
FEMALES							
Month	NSW	Vic.	Qld	SA	WA	Tas.	Aust.(a)
Federal awards							
1986							
December	106.2	106.2	106.2	106.2	106.2	106.5	106.3
1987							
January	106.3	106.2	106.3	106.2	106.2	106.5	106.3
February	106.3	106.2	106.3	106.3	106.2	106.5	106.3
March	109.8	109.8	109.8	109.8	109.5	109.9	109.7
April	109.8	109.8	109.7	109.8	109.5	109.9	109.7
May	109.8	109.8	109.7	109.8	109.5	109.9	109.7
June	109.8	109.8	109.8	110.1	109.5	109.9	109.7
July	109.8	109.8	109.8	110.1	109.5	109.9	109.7
August	109.8	109.8	109.8	110.1	109.5	109.9	109.7
September	110.0	110.1	110.1	110.3	109.8	110.0	110.0
October	110.3	110.3	110.4	110.5	110.0	110.6	110.2
November	110.6	110.7	110.8	110.6	110.3	111.1	110.5
December	111.6	111.4	111.6	111.9	110.7	111.3	111.2
Annual change %	5.0	4.9	5.1	5.4	4.2	4.6	4.7
State awards							
1986							
December	107.2	107.5	106.2	106.8	106.2	107.3	107.0
1987							
January	107.2	107.7	106.2	106.8	106.9	107.3	107.1
February	107.2	107.7	106.2	107.1	107.0	107.3	107.2
March	110.7	111.1	109.7	110.6	110.3	110.7	110.6
April	110.7	111.1	109.7	110.6	110.3	110.7	110.6
May	110.7	111.1	109.7	110.6	110.4	110.7	110.6
June	110.7	111.1	109.7	110.6	110.4	110.7	110.6
July	110.7	111.1	109.7	110.6	111.1	110.7	110.7
August	110.7	111.1	110.3	110.6	111.1	110.7	110.8
September	110.7	111.1	110.3	110.6	111.1	110.7	110.8
October	110.7	111.1	111.3	110.6	111.1	110.7	110.9
November	110.7	111.1	111.3	111.2	111.1	110.7	111.0
December	110.7	111.1	111.3	111.2	111.1	110.7	111.0
Annual change %	3.3	3.4	4.8	4.1	4.6	3.1	3.7

(a) Includes the Northern Territory and the Australian Capital Territory.

TABLE 7. WEEKLY AWARD RATES OF PAY INDEXES
FULL-TIME ADULT EMPLOYEES : FEDERAL AND STATE AWARDS - continued

BASE : JUNE 1985 = 100.0

PERSONS

	NSW	Vic.	Qld	SA	WA	Tas.	Aust.(a)
Federal awards							
1986							
December	106.2	106.2	106.2	106.2	106.2	106.3	106.2
1987							
January	106.5	106.2	106.7	106.2	106.2	106.3	106.4
February	106.5	106.2	106.7	106.2	106.2	106.3	106.4
March	109.8	109.6	109.9	109.6	109.2	109.6	109.6
April	109.8	109.6	109.9	109.6	109.2	109.6	109.6
May	109.8	109.6	109.9	109.6	109.2	109.6	109.6
June	109.8	109.6	110.0	109.7	109.3	109.6	109.6
July	109.8	109.6	110.0	109.7	109.3	109.6	109.6
August	109.8	109.7	110.2	109.8	109.3	109.6	109.7
September	110.1	110.2	110.8	110.2	109.7	109.9	110.1
October	110.6	110.8	110.9	110.4	110.0	110.4	110.5
November	110.7	111.0	111.1	110.6	110.1	110.5	110.7
December	111.5	111.5	111.8	111.5	110.5	110.7	111.3
Annual change %	5.0	5.0	5.3	5.0	4.1	4.1	4.8
State awards							
1986							
December	106.7	106.9	106.2	106.6	106.3	106.7	106.6
1987							
January	106.7	107.1	106.2	106.6	106.6	106.7	106.7
February	106.6	107.1	106.2	106.7	106.6	106.7	106.7
March	110.0	110.4	109.6	110.1	109.8	110.0	110.0
April	110.0	110.4	109.6	110.1	109.8	110.0	110.0
May	110.0	110.4	109.6	110.1	109.9	110.0	110.0
June	110.0	110.4	109.6	110.1	109.9	110.0	110.0
July	110.0	110.4	109.6	110.1	110.1	110.0	110.0
August	110.1	110.5	109.8	110.1	110.2	110.0	110.1
September	110.1	110.5	109.8	110.1	110.2	110.0	110.1
October	110.1	110.5	110.2	110.1	110.2	110.0	110.2
November	110.1	110.5	110.5	110.7	110.2	110.0	110.3
December	110.1	110.5	110.5	110.7	110.2	110.0	110.3
Annual change %	3.2	3.4	4.0	3.9	3.7	3.1	3.5

TABLE 8. HOURLY AWARD RATES OF PAY INDEXES
 FULL-TIME ADULT EMPLOYEES : INDUSTRY, AUSTRALIA - continued

BASE : JUNE 1985 = 100.0

TABLE 9. HOURLY AWARD RATES OF PAY INDEXES
FULL-TIME ADULT EMPLOYEES : OCCUPATION, AUSTRALIA

BASE : JUNE 1985 = 100.0

Occupation(a)	1985							1986					
	June	July	Aug.	Sep.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June
Males													
Managers and administrators	100.0	100.0	100.0	100.0	100.0	103.8	103.8	103.8	103.8	103.8	103.8	103.9	103.9
Professionals	100.0	100.0	100.1	100.1	100.1	103.9	103.9	103.9	103.9	103.9	103.9	103.9	104.0
Building professionals and engineers	100.0	100.0	100.0	100.1	100.1	103.9	103.9	103.9	103.9	103.9	103.9	103.9	103.9
Health, diagnostic and treatment practitioners	100.0	100.0	100.0	100.0	100.0	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8
Teachers and instructors	100.0	100.0	100.0	100.0	100.0	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8
Business professionals	100.0	100.0	100.0	100.0	100.0	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8
Other professionals	100.0	100.0	100.3	100.3	100.3	104.2	104.2	104.2	104.2	104.2	104.3	104.3	104.4
Para-professionals	100.0	100.0	100.0	100.0	100.0	103.8	103.8	103.8	103.8	103.8	103.8	103.9	104.0
Engineering, building associates and technicians	100.0	100.0	100.0	100.0	100.0	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8
Police	100.0	100.0	100.0	100.0	100.0	103.8	103.8	103.8	103.8	103.8	103.8	104.2	104.2
Other para-professionals	100.0	100.0	100.0	100.0	100.0	103.8	103.8	103.8	103.8	103.8	103.8	104.1	104.1
Tradespersons	100.0	100.0	100.0	100.0	100.0	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8
Metal	100.0	100.0	100.0	100.0	100.0	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8
Electrical and electronic	100.0	100.0	100.0	100.0	100.0	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8
Building	100.0	100.0	100.0	100.0	100.0	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8
Vehicle	100.0	100.0	100.0	100.0	100.0	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8
Other	100.0	100.0	100.0	100.0	100.0	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.9
Clerks	100.0	100.0	100.0	100.0	100.0	103.8	103.8	103.8	103.8	103.8	103.8	103.9	103.9
Salespersons and personal service workers	100.0	100.0	100.0	100.1	100.1	103.9	103.9	104.0	104.0	104.0	104.0	104.1	104.1
Plant and machine operators, and drivers	100.0	100.0	100.0	100.1	100.1	103.8	103.9	103.9	103.9	103.9	103.9	103.9	103.9
Rail and road transport drivers	100.0	100.0	100.1	100.1	100.1	103.9	103.9	103.9	103.9	103.9	103.9	103.9	103.9
Machine operators	100.0	100.0	100.0	100.0	100.0	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8
Other plant operators	100.0	100.0	100.0	100.0	100.0	103.8	103.9	103.9	103.9	103.9	103.9	103.9	103.9
Labourers and related workers	100.0	100.0	100.0	100.0	100.0	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8
Trades assistants and factory hands	100.0	100.0	100.0	100.0	100.0	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8
Construction and mining labourers	100.0	100.0	100.0	100.0	100.0	103.7	103.7	103.7	103.7	103.7	103.7	103.7	103.8
Other labourers	100.0	100.0	100.0	100.0	100.0	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8
All occupation groups	100.0	100.0	100.0	100.0	100.0	103.8	103.8	103.8	103.8	103.8	103.8	103.9	103.9
Females													
Managers and administrators	100.0	100.0	100.0	100.0	100.0	103.8	103.8	103.9	103.9	103.9	103.9	103.9	104.0
Professionals	100.0	100.0	100.0	100.0	100.0	103.8	103.8	103.8	103.8	103.8	103.8	104.0	104.0
Teachers and instructors	100.0	100.0	100.0	100.0	100.0	103.8	103.8	103.8	103.8	103.8	103.8	103.9	103.9
Other professionals	100.0	100.0	100.0	100.0	100.0	103.8	103.8	103.9	103.9	103.9	103.9	104.1	104.1
Para-professionals	100.0	100.0	100.0	100.0	100.0	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8
Registered nurses	100.0	100.0	100.0	100.0	100.0	103.8	103.8	103.8	103.8	103.8	103.8	108.6	108.6
Other para-professionals	100.0	100.0	100.0	100.0	100.0	103.8	103.8	103.8	103.8	103.8	103.8	104.2	104.2
Tradespersons	100.0	100.0	100.0	100.0	100.0	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8
Clerks	100.0	100.0	100.0	100.0	100.0	103.8	103.8	103.9	103.9	103.9	103.9	103.9	103.9
Stenographers	100.0	100.0	100.0	100.0	100.0	103.8	103.8	103.9	103.9	103.9	103.9	103.9	103.9
Receptionists	100.0	100.0	100.0	100.0	100.0	103.8	103.8	103.8	103.8	103.8	103.9	103.9	103.9
Other clerks	100.0	100.0	100.0	100.0	100.0	103.8	103.8	103.9	103.9	103.9	103.9	104.0	104.0
Salespersons and personal service workers	100.0	100.0	100.0	100.0	100.0	103.8	103.8	103.9	103.9	103.9	103.9	103.9	105.0
Salespersons	100.0	100.0	100.0	100.0	100.0	103.8	103.8	103.9	103.9	103.9	103.9	103.9	105.0
Personal service workers	100.0	100.0	100.0	100.0	100.0	103.8	103.8	103.9	104.0	104.0	104.0	104.0	104.0
Plant and machine operators, and drivers	100.0	100.0	100.0	100.0	100.0	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8
Machine operators	100.0	100.0	100.0	100.0	100.0	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8
Other plant and machine operators, and drivers	100.0	100.0	100.3	100.3	100.3	104.2	104.2	104.2	104.2	104.2	104.2	104.2	104.2
Labourers and related workers	100.0	100.0	100.0	100.0	100.0	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.9
Trades assistants and factory hands	100.0	100.0	100.0	100.0	100.0	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8
Cleaners	100.0	100.0	100.0	100.0	100.0	103.9	103.9	103.9	103.9	103.9	103.9	104.0	104.0
Other labourers	100.0	100.0	100.0	100.0	100.0	103.8	103.8	103.8	103.8	103.8	103.8	103.8	104.0
All occupation groups	100.0	100.0	100.0	100.0	100.0	103.8	103.8	103.9	103.9	103.9	103.9	103.9	104.3
Persons													
Managers and administrators	100.0	100.0	100.0	100.0	100.0	103.8	103.8	103.8	103.8	103.8	103.8	103.9	104.0
Professionals	100.0	100.0	100.0	100.1	100.1	103.9	103.9	103.9	103.9	103.9	103.9	103.9	104.0
Building professionals and engineers	100.0	100.0	100.0	100.1	100.1	103.9	103.9	103.9	103.9	103.9	103.9	103.9	104.0
Health, diagnostic and treatment practitioners	100.0	100.0	100.0	100.0	100.0	103.8	103.8	103.9	103.9	103.9	103.9	103.9	103.9
Teachers and instructors	100.0	100.0	100.0	100.0	100.0	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8
Business professionals	100.0	100.0	100.0	100.0	100.0	103.8	103.8	103.8	103.8	103.8	103.8	103.9	103.9
Other professionals	100.0	100.0	100.2	100.2	100.2	104.1	104.1	104.1	104.1	104.1	104.2	104.2	104.4
Para-professionals	100.0	100.0	100.0	100.0	100.0	103.8	103.8	103.8	103.8	103.8	103.9	104.9	104.9
Engineering, building associates and technicians	100.0	100.0	100.0	100.0	100.0	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8
Registered nurses	100.0	100.0	100.0	100.0	100.0	103.8	103.8	103.8	103.8	103.8	103.8	108.2	108.2
Police	100.0	100.0	100.0	100.0	100.0	103.8	103.8	103.8	103.8	103.8	103.8	104.2	104.2
Other para-professionals	100.0	100.0	100.0	100.0	100.0	103.8	103.8	103.8	103.8	103.8	103.8	103.9	103.9
Tradespersons	100.0	100.0	100.0	100.0	100.0	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8
Metal	100.0	100.0	100.0	100.0	100.0	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8
Electrical and electronic	100.0	100.0	100.0	100.0	100.0	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8
Building	100.0	100.0	100.0	100.0	100.0	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8
Vehicle	100.0	100.0	100.0	100.0	100.0	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8
Other	100.0	100.0	100.0	100.0	100.0	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8
Clerks	100.0	100.0	100.0	100.0	100.0	103.8	103.8	103.9	103.9	103.9	103.9	103.9	103.9
Stenographers	100.0	100.0	100.0	100.0	100.0	103.8	103.8	103.9	103.9	103.9	103.9	103.9	103.9
Receptionists	100.0	100.0	100.0	100.0	100.0	103.8	103.8	103.8	103.8	103.8	103.8	103.9	103.9
Other clerks	100.0	100.0	100.0	100.0	100.0	103.8	103.8	103.9	103.9	103.9	103.9	103.9	103.9
Salespersons and personal service workers	100.0	100.0	100.0	100.0	100.0	103.8	103.8	103.9	104.0	104.0	104.0	104.0	104.5
Salespersons	100.0</td												

TABLE 9. HOURLY AWARD RATES OF PAY INDEXES
 FULL-TIME ADULT EMPLOYEES : OCCUPATION, AUSTRALIA - continued

BASE : JUNE 1985 = 100.0

TABLE 10. HOURLY AWARD RATES OF PAY INDEXES
FULL-TIME ADULT EMPLOYEES : INDUSTRY, STATE

BASE : JUNE 1985 = 100.0

Industry	1986			1987			1986			1987			1986			1987		
	Dec.	Oct.	Nov.	Dec.	Dec.	Oct.	Nov.	Dec.	Dec.	Oct.	Nov.	Dec.	Dec.	Oct.	Nov.	Dec.		
Males																		
NSW						Vic.						Qld						
Mining	106.1	112.7	112.7	112.7	107.0	112.1	112.1	112.1	106.3	114.5	114.5	114.6						
Manufacturing	106.3	110.6	110.7	111.7	106.3	110.9	111.0	111.9	106.3	110.0	110.4	111.4						
Food, beverages, tobacco	106.3	110.5	110.5	110.6	106.6	111.2	111.2	111.5	106.2	109.8	110.3	110.3						
Textiles, clothing, footwear	106.2	110.9	111.2	112.0	106.2	110.2	111.9	112.2	106.2	110.2	110.2	111.0						
Paper products, printing and publishing	106.6	110.3	110.3	112.3	106.2	109.8	109.9	110.2	106.2	109.9	110.9	110.2						
Metal products, machinery and equipment	106.2	110.4	110.5	111.9	106.2	110.7	110.7	112.3	106.3	110.0	110.5	112.6						
Basic metal products	106.2	110.4	110.4	110.7	106.2	110.1	110.1	111.3	106.2	109.5	111.0	111.2						
Fabricated metal products, other machinery and equipment	106.2	110.4	110.4	112.7	106.2	110.5	110.5	113.6	106.4	110.3	110.6	113.5						
Transport equipment	106.2	110.9	110.9	111.9	106.2	111.1	111.2	111.8	106.2	109.7	109.7	110.9						
Other manufacturing(a)	106.2	111.8	111.9	112.7	106.2	112.2	112.2	112.9	106.7	110.5	110.7	110.9						
Electricity, gas and water	106.2	109.0	109.0	109.0	106.3	112.3	112.3	112.3	106.2	109.1	110.7	110.7						
Construction	106.2	110.0	110.0	110.3	106.2	112.3	112.3	112.5	106.1	111.0	111.3	111.3						
Wholesale and retail trade	106.3	110.6	110.6	110.9	106.3	111.0	111.0	111.2	106.2	110.4	111.0	111.1						
Wholesale trade	106.3	110.8	110.8	111.4	106.3	112.0	112.0	112.4	106.2	110.6	111.0	111.1						
Retail trade	106.3	110.3	110.3	110.4	106.2	110.1	110.1	110.3	106.3	110.3	111.1	111.1						
Transport and storage	106.3	110.6	110.8	110.8	106.2	111.2	111.3	111.3	106.2	109.5	110.6	109.6						
Communication	106.2	111.6	111.8	112.3	106.2	110.4	110.4	110.5	106.2	112.1	112.1	112.4						
Finance, property and business services	106.2	110.2	110.2	110.2	106.2	109.8	109.8	109.9	106.2	109.9	110.0	110.0						
Public administration and defence(b)	106.2	109.2	109.2	109.3	106.3	109.6	109.6	109.6	106.2	109.2	109.5	109.5						
Community services	106.5	109.3	109.3	109.3	106.7	109.4	109.4	109.4	106.2	109.3	109.3	109.3						
Recreation, personal and other services	106.7	110.1	110.1	110.1	106.9	112.3	112.9	112.9	106.2	110.1	110.1	110.1						
All industries(c)	106.3	110.3	110.3	110.7	106.3	110.8	110.8	111.2	106.2	110.2	110.5	110.8						
SA						WA						Tas.						
Mining	106.2	112.4	112.6	112.6	106.2	109.6	109.6	110.0	107.2	110.9	110.9	110.9						
Manufacturing	106.3	110.2	110.8	112.1	106.3	110.2	110.2	110.8	106.2	111.3	111.5	111.7						
Food, beverages, tobacco	106.2	110.1	110.1	110.7	106.2	109.9	109.9	109.9	106.2	111.1	111.1	111.2						
Textiles, clothing, footwear	106.5	110.4	111.5	113.0	106.2	110.1	110.1	114.5	106.2	110.6	113.8	113.9						
Paper products, printing and publishing	106.2	110.1	110.1	112.7	106.6	112.2	112.2	112.5	106.2	111.5	111.5	111.5						
Metal products, machinery and equipment	106.3	110.0	110.6	112.2	106.3	109.6	109.6	111.1	106.2	109.6	109.6	110.1						
Basic metal products	106.7	110.5	111.4	111.4	106.2	109.2	112.8	112.8	106.2	109.5	109.5	109.6						
Fabricated metal products, other machinery and equipment	106.2	110.0	110.0	112.2	106.3	110.0	110.0	110.4	106.3	110.4	110.4	111.5						
Transport equipment	106.2	109.7	111.0	111.9	106.3	109.4	109.4	109.4	106.2	109.9	109.9	113.0						
Other manufacturing(a)	106.2	111.1	111.9	112.3	106.2	110.7	110.7	110.7	106.0	114.9	114.9	114.9						
Electricity, gas and water	106.4	109.5	110.5	110.5	106.8	109.6	109.6	109.6	106.5	109.7	109.7	109.7						
Construction	107.2	112.0	112.4	112.7	106.2	110.6	110.6	110.6	106.2	110.8	110.8	110.8						
Wholesale and retail trade	106.3	110.6	110.6	111.0	107.8	111.7	111.7	111.7	106.2	113.0	113.0	113.0						
Wholesale trade	106.3	111.0	111.0	111.3	107.6	111.4	111.4	111.4	106.2	111.4	111.4	111.4						
Retail trade	106.2	110.2	110.2	110.6	107.9	111.8	111.8	111.9	106.2	114.1	114.1	114.1						
Transport and storage	106.3	110.6	110.6	110.8	106.3	109.6	109.6	109.6	106.2	109.6	109.6	109.8						
Communication	106.2	112.0	112.0	112.3	106.2	111.8	111.8	112.3	106.3	111.7	111.7	111.7						
Finance, property and business services	106.2	109.5	109.6	109.7	106.2	109.4	109.4	109.4	106.9	109.7	109.7	109.7						
Public administration and defence(b)	106.2	109.0	109.8	109.9	106.3	109.0	109.0	109.0	106.2	109.4	109.4	110.0						
Community services	106.8	110.3	110.8	110.8	106.3	110.2	110.2	110.2	106.2	106.8	110.0	110.0						
Recreation, personal and other services	106.8	110.8	110.8	110.8	106.2	110.4	110.4	110.4	106.2	112.7	112.7	112.7						
All industries(c)	106.4	110.4	111.3	111.3	106.5	110.2	110.2	110.3	106.4	110.6	110.6	110.7						
Females						NSW						Vic.						
Manufacturing	106.2	112.0	112.1	113.3	106.4	110.8	111.3	112.0	106.2	111.5	111.5	112.6						
Food, beverages, tobacco	106.2	111.5	111.5	111.5	107.8	112.6	112.6	112.7	106.3	110.8	110.8	110.8						
Textiles, clothing, footwear	106.2	110.8	111.7	114.2	106.2	110.4	111.6	112.0	106.2	110.6	110.6	114.7						
Paper products, printing and publishing	106.2	112.7	112.7	114.4	106.2	110.1	110.1	110.5	106.2	111.4	111.4	111.7						
Metal products, machinery and equipment	106.2	112.3	112.3	114.0	106.2	110.7	110.7	112.7	106.1	113.6	113.6	114.1						
Other manufacturing(a)	106.2	113.1	113.1	114.0	106.2	111.0	111.0	111.4	106.2	111.8	111.8	112.3						
Wholesale and retail trade	106.9	112.4	112.7	112.7	106.2	110.1	110.1	110.1	106.2	111.5	111.5	111.6						
Wholesale trade	106.3	113.0	113.0	113.4	106.2	110.2	110.2	110.2	106.3	113.5	113.5	113.5						
Retail trade	107.3	111.9	112.0	112.1	106.2	110.0	110.0	110.1	106.2	110.9	110.9	110.9						
Transport and storage	106.6	110.6	110.8	111.5	106.6	110.1	110.2	111.4	106.5	110.1	110.3	111.6						
Communication	106.3	111.1	112.8	114.3	106.2	109.9	109.9	110.0	106.3	113.2	113.2	114.4						
Finance, property and business services	106.3	112.3	112.3	112.3	106.2	109.8	109.8	109.8	106.2	112.0	112.0	12.0						
Public administration and defence(b)	106.2	109.4	109.5	109.5	106.2	109.2	109.2	109.2	106.2	109.5	110.1	110.1						
Community services	108.3	111.9	111.9	111.9	109.1	112.7	112.7	112.7	106.2	111.0	111.0	111.0						
Recreation, personal and other services	106.5	110.6	110.7	110.7	106.5	110.4	110.4	110.4	106.2	110.5	110.5	110.5						
All industries(c)	107.1	111.8	111.9	112.2	107.1	111.0	111.1	111.4	106.2	111.1	111.2	111.4						
SA						WA						Tas.						
Manufacturing	106.2	111.5	111.7	113.0	106.4	110.5	111.2	106.2	112.3	113.3	113.8							
Food, beverages, tobacco	106.2	113.9	113.9	115.6	106.2	110.2	110.2	110.2	106.2	113.9	113.9	113.9						
Textiles, clothing, footwear	106.2	110.4	110.6	114.8	106.2	110.4	114.8	114.8	106.2	110.5	114.0	114.9						
Paper products, printing and publishing	106.2	111.3	111.5	112.5	106.9	111.5	111.5	111.6	106.0	110.7	110.7	111.6						
Metal products, machinery and equipment	106.2	110.2	110.3	112.7	106.4	110.1	110.1	110.3</td										

TABLE 10. HOURLY AWARD RATES OF PAY INDEXES
FULL-TIME ADULT EMPLOYEES : INDUSTRY, STATE - continued

BASE : JUNE 1985 = 100.0

Industry	1986	1987	1986	1987	1986	1987	1986	1987	1986	1987	1986	1987
	Dec.	Oct.	Nov.	Dec.	Dec.	Oct.	Nov.	Dec.	Dec.	Oct.	Nov.	Dec.
	Persons											
NSW Vic. Qld												
Mining	106.1	112.9	112.8	112.8	106.9	112.0	112.0	112.1	106.3	114.5	114.5	114.5
Manufacturing	106.2	110.9	111.0	112.0	106.3	110.8	111.1	111.9	106.3	110.3	110.6	111.6
Food, beverages, tobacco	106.3	110.8	110.8	110.8	106.8	111.5	111.5	111.7	106.2	109.9	110.4	110.4
Textiles, clothing, footwear	106.2	110.9	111.5	113.4	106.2	110.4	111.7	112.1	106.2	110.5	110.5	113.5
Paper products, printing and publishing	106.5	110.7	110.7	112.6	106.2	109.9	109.9	110.2	106.2	110.3	110.3	110.6
Chemicals, petroleum, coal	106.2	110.9	110.9	111.0	106.5	110.4	110.4	111.5	106.2	111.6	111.6	112.2
Metal products, machinery and equipment	106.2	110.7	110.7	112.2	106.2	110.7	110.7	112.4	106.3	110.3	110.7	112.7
Basic metal products	106.2	110.4	110.4	110.7	106.2	110.1	111.3	106.2	109.8	111.2	111.4	
Fabricated metal products, other machinery and equipment	106.2	110.7	110.7	113.0	106.2	110.3	110.3	113.2	106.3	110.5	110.8	113.6
Transport equipment	106.2	110.9	111.0	112.0	106.2	111.1	111.1	112.0	106.2	109.8	109.8	111.0
Other manufacturing(a)	106.2	112.1	112.1	113.0	106.2	112.0	112.0	112.6	106.7	110.6	110.9	111.0
Electricity, gas and water	106.2	109.1	109.1	109.1	106.3	112.3	112.3	112.3	106.2	109.2	110.6	
Construction	106.2	110.2	110.2	110.5	106.2	112.2	112.2	112.4	106.1	111.1	111.3	111.3
Wholesale and retail trade	106.5	111.2	111.2	111.6	106.3	110.7	110.7	110.9	106.2	110.8	111.2	111.2
Wholesale trade	106.3	111.5	111.5	112.1	106.3	111.6	111.6	111.9	106.2	111.3	111.6	111.7
Retail trade	106.7	111.0	111.0	111.1	106.2	110.1	110.1	110.1	106.2	110.5	111.0	111.0
Transport and storage	106.3	110.6	110.8	110.9	106.3	111.0	111.1	111.3	106.2	109.5	109.7	109.8
Communication	106.2	111.5	112.1	112.8	106.2	110.3	110.3	110.4	106.2	111.9	112.3	112.9
Finance, property and business services	106.2	111.1	111.1	111.2	106.2	109.2	109.8	109.8	106.2	110.9	111.0	111.0
Public administration and defence(b)	106.2	109.3	109.3	109.3	106.3	109.5	109.5	109.5	106.2	109.3	109.6	109.6
Community services	107.5	110.8	110.8	110.8	108.0	111.1	111.1	111.1	106.2	110.2	110.2	110.2
Recreation, personal and other services	106.6	110.3	110.3	110.4	106.7	111.5	111.8	111.8	106.2	110.4	110.4	110.4
All industries(c)	106.5	110.8	110.8	111.2	106.6	110.8	110.9	111.3	106.2	110.5	110.7	111.0
SA WA Tas.												
Mining	106.2	112.6	112.9	112.9	106.2	109.7	109.7	110.0	107.2	110.9	110.9	110.9
Manufacturing	106.3	110.5	111.0	112.3	106.3	110.2	110.2	110.8	106.2	111.5	111.7	111.9
Food, beverages, tobacco	106.2	111.8	111.8	112.2	106.2	109.9	109.9	109.9	106.2	111.8	111.8	111.8
Textiles, clothing, footwear	106.3	110.4	110.8	114.3	106.2	110.4	110.4	114.8	106.2	110.5	113.9	114.3
Paper products, printing and publishing	106.2	110.4	110.5	112.7	106.7	111.9	111.9	112.2	106.2	111.4	111.4	111.5
Chemicals, petroleum, coal	106.2	110.1	110.1	110.1	106.3	110.2	110.2	110.2	106.2	109.9	109.9	109.9
Metal products, machinery and equipment	106.3	110.0	110.6	112.3	106.3	109.6	109.6	111.1	106.2	109.6	109.6	110.1
Basic metal products	106.7	110.5	110.5	111.4	106.2	109.3	109.3	112.7	106.2	109.5	109.5	109.6
Fabricated metal products, other machinery and equipment	106.2	110.1	110.1	113.2	106.3	110.0	110.0	110.3	106.3	110.4	110.4	111.5
Transport equipment	106.2	109.7	110.9	112.1	106.3	109.5	109.5	109.6	106.2	110.0	110.0	113.1
Other manufacturing(a)	106.2	110.9	111.6	112.1	106.2	110.6	110.6	110.7	106.0	114.9	114.9	114.9
Electricity, gas and water	106.4	109.6	110.6	110.6	106.7	109.5	109.5	109.5	106.5	109.7	109.7	109.7
Construction	107.2	111.9	112.3	112.6	106.2	110.6	110.6	110.6	106.2	110.8	110.8	
Wholesale and retail trade	106.3	110.7	110.7	110.9	108.0	111.8	111.8	111.8	106.2	113.8	113.8	113.8
Wholesale trade	106.3	111.0	111.0	111.2	107.6	111.4	111.4	111.4	106.2	111.6	111.6	111.6
Retail trade	106.2	110.4	110.4	110.7	108.1	112.0	112.0	112.0	106.2	114.9	114.9	114.9
Transport and storage	106.4	110.6	110.6	110.8	106.5	109.8	109.8	109.8	106.2	109.8	109.8	110.0
Communication	106.2	111.8	111.9	112.3	106.2	111.7	112.2	112.8	106.7	111.9	112.2	112.2
Finance, property and business services	106.2	109.7	109.8	109.9	106.2	109.6	109.6	109.6	107.1	110.1	110.1	110.1
Public administration and defence(b)	106.2	109.0	110.0	110.1	106.3	109.1	109.1	109.1	106.3	109.4	109.4	110.0
Community services	107.2	110.9	111.6	111.6	106.3	111.3	111.3	111.3	107.8	111.1	111.1	111.1
Recreation, personal and other services	106.9	110.8	110.8	110.8	106.1	111.1	111.1	111.1	106.2	112.2	112.2	112.2
All industries(c)	106.5	110.6	111.0	111.5	106.5	110.5	110.5	110.7	106.7	111.0	111.1	111.2

Source: Australian Bureau of Statistics, Australian Bureau of Statistics, Australia.

TABLE 11. HOURLY AWARD RATES OF PAY INDEXES
FULL-TIME ADULT EMPLOYEES : OCCUPATION, STATE

BASE : JUNE 1985 = 100.0

Occupation(a)	1986			1987			1986			1987			1986			1987		
	Dec.	Oct.	Nov.	Dec.														
	Males																	
NSW																		
Managers and administrators	106.3	109.4	109.5	109.6	106.3	109.5	109.5	109.6	106.2	109.2	109.3	109.4	106.3	109.2	109.3	109.4		
Professionals	106.4	109.4	109.5	109.6	106.3	109.3	109.3	109.4	106.2	109.0	109.1	109.1	106.4	109.0	109.1	109.1		
Building professionals and engineers	106.2	109.3	109.3	109.5	106.4	110.4	110.5	110.8	106.2	109.8	110.0	110.0	110.1	109.8	110.0	110.1		
Health, diagnostic and treatment practitioners	106.2	108.4	108.4	108.4	106.2	109.1	109.1	109.1	106.2	107.5	107.5	107.5	106.3	107.5	107.5	107.5		
Teachers and instructors	106.2	109.3	109.3	109.3	106.2	108.7	108.7	108.7	106.2	108.3	108.3	108.3	106.3	108.3	108.3	108.3		
Business professionals	106.2	110.4	110.6	110.8	106.2	109.2	109.2	109.3	106.2	110.0	110.0	110.1	106.3	110.0	110.0	110.1		
Other professionals	107.3	110.1	110.2	110.3	106.6	109.5	109.5	109.6	106.4	109.5	109.6	109.6	106.4	109.5	109.6	109.6		
Para-professionals	106.5	109.7	109.7	109.9	106.9	110.7	110.7	110.9	106.2	110.0	110.1	110.1	106.2	110.0	110.1	110.1		
Engineering, building associates and technicians	106.2	109.6	109.6	110.0	106.4	110.7	110.7	111.1	106.2	109.5	109.7	109.7	106.3	109.5	109.7	109.9		
Police	106.2	108.6	108.6	108.6	108.2	110.6	110.6	110.6	106.2	109.0	109.0	109.0	106.2	109.0	109.0	109.0		
Other para-professionals	106.8	110.3	110.3	110.4	106.8	110.7	110.7	110.8	106.2	110.4	110.5	110.5	106.3	110.4	110.5	110.5		
Tradespersons	106.2	110.6	110.6	111.3	106.3	111.1	111.1	111.2	106.2	110.4	111.3	111.9	106.2	110.4	111.3	111.9		
Metal	106.2	110.6	110.6	112.0	106.2	110.8	110.8	112.8	106.4	110.0	111.1	112.9	106.2	110.0	111.1	112.9		
Electrical and electronic	106.2	111.2	111.3	111.7	106.3	111.2	111.2	111.6	106.2	111.1	112.3	112.5	106.2	111.1	112.3	112.5		
Building	106.2	110.3	110.3	110.4	106.2	113.1	113.1	113.2	106.0	110.5	110.8	110.9	106.2	110.5	110.8	110.9		
Vehicle	106.2	110.1	110.1	110.4	106.3	110.6	110.6	111.0	106.3	110.1	112.2	112.4	106.2	110.1	112.2	112.4		
Other	106.2	110.2	110.2	111.1	106.4	110.5	110.8	111.0	106.2	110.1	110.2	110.4	106.2	110.1	110.2	110.4		
Clerks	106.3	110.6	110.7	110.9	106.3	109.9	109.9	110.0	106.2	109.8	109.8	110.0	106.3	110.2	110.2	110.2		
Salespersons and personal service workers	106.5	110.2	110.3	110.3	106.6	111.2	111.2	111.2	106.3	110.2	110.2	110.2	106.3	110.2	110.2	110.2		
Plant and machine operators, and drivers	106.3	110.4	110.4	110.7	106.2	110.9	111.1	111.4	106.4	110.7	110.8	111.0	106.3	110.7	110.8	111.0		
Rail and road transport drivers	106.7	110.4	110.4	110.4	106.1	110.5	110.5	110.5	106.2	110.7	110.8	110.8	106.2	110.7	110.8	110.8		
Machine operators	106.2	111.0	111.1	112.0	106.3	111.2	111.7	112.4	106.2	110.3	110.5	111.3	106.2	110.3	110.5	111.3		
Other plant operators	106.1	110.1	110.1	110.3	106.3	111.1	111.1	111.4	106.5	110.8	110.9	111.0	106.1	110.8	110.9	111.0		
Labourers and related workers	106.2	110.5	110.5	111.0	106.3	111.4	111.5	112.0	106.2	110.4	110.7	110.9	106.2	110.4	110.7	110.9		
Trades assistants and factory hands	106.2	110.8	110.8	111.6	106.3	111.8	111.9	112.6	106.2	110.4	110.8	111.3	106.2	110.4	110.8	111.3		
Construction and mining labourers	106.2	110.3	110.3	110.6	106.3	112.0	112.2	112.5	106.2	111.1	111.4	111.5	106.2	111.1	111.4	111.5		
Other labourers	106.2	110.3	110.4	110.6	106.3	110.7	110.8	111.0	106.2	110.2	110.2	110.4	106.2	110.2	110.3	110.4		
All occupation groups	106.3	110.3	110.3	110.7	106.3	110.8	110.8	111.2	106.2	110.2	110.5	110.8	106.3	110.2	110.5	110.8		
SA																		
Managers and administrators	106.3	109.2	109.7	109.9	106.5	109.2	109.2	109.2	107.0	110.1	110.1	110.3	106.3	109.0	109.0	109.0		
Professionals	106.3	109.1	109.5	109.6	106.3	109.0	109.0	109.0	106.4	108.9	108.9	108.9	106.3	109.0	109.0	109.0		
Building professionals and engineers	106.3	109.9	111.5	111.5	106.4	108.8	108.8	108.8	106.3	109.0	109.0	109.0	106.3	109.0	109.0	109.0		
Health, diagnostic and treatment practitioners	106.2	108.1	108.4	108.4	106.2	108.0	108.0	108.0	106.3	107.7	107.7	107.7	106.3	107.7	107.7	107.7		
Teachers and instructors	106.2	108.8	108.9	108.9	106.2	109.1	109.1	109.1	106.2	108.6	108.6	108.6	106.2	108.6	108.6	108.6		
Business professionals	106.3	109.0	109.6	109.6	106.3	109.0	109.0	109.0	106.6	109.6	109.6	109.6	106.3	109.6	109.6	109.6		
Other professionals	106.3	109.6	110.0	110.2	106.4	109.6	109.6	109.6	106.8	109.1	109.1	109.1	106.3	109.1	109.1	109.1		
Para-professionals	106.5	110.6	111.1	111.2	106.3	109.9	109.9	109.9	106.4	109.5	109.5	109.8	106.3	109.5	109.5	109.8		
Engineering, building associates and technicians	106.4	110.0	110.6	110.8	106.3	109.8	109.8	109.9	106.2	109.5	109.5	109.6	106.2	109.5	109.5	109.6		
Police	106.2	113.5	113.5	113.5	106.2	108.4	108.4	108.4	106.2	109.0	109.0	109.0	106.2	109.0	109.0	109.0		
Other para-professionals	106.7	109.9	110.4	110.5	106.3	110.4	110.4	110.4	106.7	109.7	109.7	110.3	106.7	109.7	109.7	110.3		
Tradespersons	106.4	110.8	111.0	112.1	106.3	110.3	110.3	110.6	106.2	110.7	110.7	110.9	106.2	110.7	110.7	110.9		
Metal	106.2	109.9	110.4	112.3	106.2	109.6	109.6	110.2	106.4	110.4	110.9	111.6	106.2	110.4	110.9	111.6		
Electrical and electronic	106.3	111.2	111.3	111.7	106.6	110.7	110.7	110.9	106.2	110.3	110.4	110.4	106.3	110.4	110.4	110.4		
Building	107.0	112.4	112.7	112.8	106.0	111.2	111.2	111.2	106.2	110.6	110.6	110.6	107.0	110.6	110.6	110.6		
Vehicle	106.2	109.9	110.1	110.7	106.3	109.9	109.9	110.1	106.2	111.3	111.4	111.8	106.2	111.3	111.4	111.8		
Other	106.8	111.4	111.5	112.4	106.2	110.3	110.3	110.4	106.2	110.8	110.8	110.8	106.2	110.8	110.8	110.8		
Clerks	106.3	109.8	110.6	110.8	106.4	109.5	109.5	109.6	106.2	108.6	110.1	110.2	106.3	110.1	110.1	110.2		
Salespersons and personal service workers	106.8	110.9	111.0	111.0	108.8	112.8	112.8	112.8	106.6	112.7	112.7	112.8	106.6	112.7	112.7	112.8		
Plant and machine operators, and drivers	106.4	110.8	111.1	111.3	106.2	109.9	109.9	110.1	106.3	110.5	110.6	110.7	106.4	110.5	110.6	110.7		
Rail and road transport drivers	106.2	110.9	110.9	110.9	106.2	109.7	109.7	109.7	106.2	110.4	110.4	110.4	106.2	110.4	110.4	110.4		
Machine operators	106.2	110.9	111.9	112.6	106.2	109.9	109.9	110.1	106.2	111.2	111.7	111.7	106.2	111.2	111.7	111.7		
Other plant operators	106.8	110.7	110.9	111.2	106.2	110.2	110.0	110.0	106.4	110.4	110.2	110.3	106.4	110.2	110.3	110.3		
Labourers and related workers	106.5	110.8	111.2	111.9	106.5	110.6	110.6	110.8	106.4	110.6	111.6	111.7	106.4	111.6	111.7	111.7		
Trades assistants and factory hands	106.3	110.6	111.1	112.3	106.2	110.2	110.2	110.4	106.4	112.1	112.1	112.2	106.3	112.1	112.1	112.2		
Construction and mining labourers	107.0	111.0	111.5	111.8	106.2	110.1	110.1	110.5	106.2	110.6	110.6	110.7	107.0	110.6	110.7	110.7		
Other labourers	106.6	111.0	111.2	111.4	106.9	111.1	111.1	111.1	106.5	110.5	111.8	111.8	106.5	111.8	111.8	111.9		
All occupation groups	106.4	110.4	110.8	111.3	106.5	110.2	110.2	110.3	106.4	110.6	110.6	110.7	106.4	110.6	110.6	110.7		
WA																		
Managers and administrators	106.3	109.2	109.7	109.9	106.5	109.2	109.2	109.2	107.0	110.1	110.1	110.3	106.3	109.0	109.0	109.0		
Professionals	106.3	109.1	109.5	109.6	106.3	109.0	109.0	109.0	106.4	108.9	108.9	108.9	106.3	109.0	109.0	109.0		
Building professionals and engineers	106.3	109.9	111.5	111.5	106.4	108.8	108.8	108.8	106.3	109.0	109.0	109.0	106.3	109.0	109.0			

TABLE 11. HOURLY AWARD RATES OF PAY INDEXES
FULL-TIME ADULT EMPLOYEES : OCCUPATION, STATE - continued

BASE : JUNE 1985 = 100.0

Occupation(s)	1986			1987			1986			1987			1986			1987		
	Dec.	Oct.	Nov.	Dec.	Oct.	Nov.	Dec.	Oct.	Nov.	Dec.	Dec.	Oct.	Nov.	Dec.	Dec.	Oct.	Nov.	Dec.
	Females																	
NSW																		
Managers and administrators	107.0	111.3	111.3	111.5	107.4	110.8	110.9	110.9	106.2	111.9	112.0	112.0	112.0	112.0	112.0	111.9	112.0	112.0
Professionals	106.5	109.8	109.8	109.8	106.4	109.3	109.3	109.3	106.2	108.9	108.9	108.9	108.9	108.9	108.9	108.9	108.9	109.0
Teachers and instructors	106.3	109.5	109.5	109.5	106.4	109.2	109.2	109.2	106.2	108.4	108.4	108.4	108.4	108.4	108.4	108.4	108.4	108.4
Other professionals	106.9	110.6	110.6	110.7	106.5	109.5	109.5	109.6	106.2	110.2	110.3	110.3	110.4	110.4	110.4	110.4	110.4	110.4
Para-professionals	111.1	114.4	114.5	114.5	114.9	119.5	119.5	119.6	106.2	113.4	113.4	113.4	113.5	113.5	113.5	113.5	113.5	113.5
Registered nurses	113.5	116.7	116.7	116.7	119.8	125.3	125.3	125.3	106.2	114.8	114.8	114.8	114.8	114.8	114.8	114.8	114.8	114.8
Other para-professionals	106.7	110.2	110.2	110.5	107.5	110.9	110.9	111.0	106.2	109.8	109.9	109.9	110.3	110.3	110.3	110.3	110.3	110.3
Tradespersons	106.2	111.0	112.3	112.8	106.3	110.3	110.5	111.0	106.2	110.3	110.3	110.3	110.3	110.3	110.3	110.3	110.3	110.3
Clerks	106.4	112.2	112.2	112.4	106.2	109.8	109.8	109.8	106.2	111.6	111.8	111.8	111.8	111.8	111.8	111.8	111.8	111.8
Stenographers	106.4	112.3	112.3	112.4	106.2	109.5	109.5	109.5	106.2	112.2	112.4	112.5	112.5	112.5	112.5	112.5	112.5	112.5
Receptionists	106.4	112.4	112.6	112.6	106.3	110.0	110.0	110.0	106.2	112.5	113.4	113.5	113.5	113.5	113.5	113.5	113.5	113.5
Other clerks	106.5	112.1	112.1	112.3	106.2	109.8	109.8	109.9	106.2	111.2	111.2	111.2	111.2	111.2	111.2	111.2	111.2	111.2
Salespersons and personal service workers	108.4	112.5	112.6	112.6	108.4	112.5	112.5	112.7	106.2	111.2	111.2	111.2	111.2	111.2	111.2	111.2	111.2	111.2
Salespersons	106.5	111.1	111.2	111.2	106.3	110.2	110.3	110.3	106.2	110.6	110.6	110.6	110.6	110.6	110.6	110.6	110.6	110.6
Personal service workers	110.9	114.4	114.4	114.5	114.4	119.3	119.3	119.9	106.2	112.9	112.9	112.9	112.9	113.1	113.1	113.1	113.1	113.1
Plant and machine operators, and drivers	106.3	110.7	111.1	113.0	106.3	110.8	111.6	112.0	106.2	110.5	110.5	110.5	110.5	110.5	110.5	110.5	110.5	110.5
Machine operators	106.2	110.7	111.1	113.2	106.3	110.8	111.7	112.0	106.2	110.4	110.4	110.4	110.4	110.4	110.4	110.4	110.4	110.4
Other plant and machine operators, and drivers	107.3	110.9	111.5	111.5	106.3	110.5	110.5	110.9	106.2	111.0	111.0	111.0	111.0	111.0	111.0	111.0	111.0	111.0
Labourers and related workers	106.6	110.8	110.8	111.6	106.5	110.8	111.0	112.0	106.2	110.3	110.3	110.3	110.3	110.3	110.3	110.3	110.3	110.3
Trades assistants and factory hands	106.2	110.7	110.8	112.4	106.6	111.1	111.5	112.9	106.3	110.5	110.5	110.5	110.5	110.5	110.5	110.5	110.5	110.5
Cleaners	106.4	110.4	110.5	110.5	106.3	110.3	110.3	110.6	106.2	110.2	110.2	110.2	110.2	110.2	110.2	110.2	110.2	110.2
Other labourers	107.1	111.0	111.0	111.2	106.4	110.5	110.5	110.8	106.2	110.2	110.2	110.2	110.2	110.2	110.2	110.2	110.2	110.2
All occupation groups	107.1	111.8	111.9	112.2	107.1	111.0	111.1	111.4	106.2	111.1	111.2	111.2	111.2	111.2	111.2	111.2	111.2	111.2
SA																		
Managers and administrators	106.6	110.5	111.0	111.0	107.0	112.1	112.1	112.1	107.3	112.3	112.4	112.4	112.4	112.4	112.4	112.4	112.4	112.4
Professionals	106.4	109.6	109.9	109.9	106.4	109.5	109.5	109.5	106.4	108.9	108.9	108.9	108.9	108.9	108.9	108.9	108.9	108.9
Teachers and instructors	106.3	109.5	109.5	109.5	106.2	109.3	109.3	109.3	106.4	108.8	108.8	108.8	108.8	108.8	108.8	108.8	108.8	108.8
Other professionals	106.6	110.2	111.1	111.1	106.6	109.6	109.6	109.6	106.6	110.0	110.0	110.0	110.0	110.0	110.0	110.0	110.0	110.0
Para-professionals	109.8	114.8	116.7	116.7	106.2	113.9	113.9	113.9	112.1	116.3	116.3	116.3	116.3	116.3	116.3	116.3	116.3	116.3
Registered nurses	111.6	117.0	119.6	119.6	106.2	116.1	116.1	116.1	114.6	119.4	119.4	119.4	119.4	119.4	119.4	119.4	119.4	119.4
Other para-professionals	106.5	110.9	111.4	111.6	106.2	109.4	109.4	109.4	106.7	109.8	109.8	109.8	109.8	109.8	109.8	109.8	109.8	109.8
Tradespersons	106.2	110.3	110.4	112.1	106.4	110.4	110.4	110.6	106.4	113.2	113.3	113.3	113.3	113.3	113.3	113.3	113.3	113.3
Clerks	106.2	110.5	111.2	111.3	106.4	110.0	110.2	110.3	106.9	111.0	111.1	111.1	111.1	111.1	111.1	111.1	111.1	111.1
Stenographers	106.2	110.7	110.9	111.0	106.3	109.7	109.7	109.7	107.1	110.9	111.0	111.0	111.0	111.0	111.0	111.0	111.0	111.0
Receptionists	106.2	110.6	111.4	111.4	106.2	110.6	111.5	111.6	106.5	110.8	111.5	111.5	111.5	111.5	111.5	111.5	111.5	111.5
Other clerks	106.2	110.5	111.3	111.4	106.4	109.9	109.9	110.1	107.0	111.1	111.1	111.1	111.1	111.1	111.1	111.1	111.1	111.1
Salespersons and personal service workers	107.8	112.7	113.1	113.1	107.7	113.3	113.3	113.4	108.2	114.8	114.8	114.8	114.8	114.8	114.8	114.8	114.8	114.8
Salespersons	106.4	111.6	111.6	111.6	108.4	112.4	112.4	112.4	106.8	114.2	114.2	114.2	114.2	114.2	114.2	114.2	114.2	114.2
Personal service workers	111.8	116.2	117.7	117.7	106.2	115.1	115.1	115.2	112.2	116.5	116.5	116.5	116.5	116.5	116.5	116.5	116.5	116.5
Plant and machine operators, and drivers	106.4	110.9	111.3	114.1	106.2	110.5	110.5	112.2	106.2	111.5	111.5	111.5	111.5	111.5	111.5	111.5	111.5	111.5
Machine operators	106.2	110.5	110.9	114.2	106.2	110.7	110.7	113.0	106.2	111.5	111.5	111.5	111.5	111.5	111.5	111.5	111.5	111.5
Other plant and machine operators, and drivers	107.8	113.3	113.3	114.0	106.2	110.1	110.1	110.1	106.2	111.6	113.0	113.0	113.0	113.0	113.0	113.0	113.0	113.0
Labourers and related workers	106.3	110.4	110.5	111.5	106.2	112.0	112.0	112.1	107.7	112.8	113.0	113.0	113.0	113.0	113.0	113.0	113.0	113.0
Trades assistants and factory hands	106.2	110.6	110.6	112.8	106.4	110.5	110.5	110.8	106.2	113.2	113.8	113.8	113.8	113.8	113.8	113.8	113.8	113.8
Cleaners	106.4	110.4	110.4	110.4	106.1	110.6	110.6	110.6	108.7	112.9	112.9	112.9	112.9	113.0	113.0	113.0	113.0	113.0
Other labourers	106.3	110.4	110.4	110.8	106.2	112.8	112.8	112.8	107.6	112.7	112.8	112.8	112.8	112.8	112.8	112.8	112.8	112.8
All occupation groups	106.8	111.0	111.6	111.9	106.5	111.4	111.4	111.5	107.6	112.2	112.3	112.3	112.3	112.3	112.3	112.3	112.3	112.3
WA																		
Managers and administrators	106.6	110.5	111.0	111.0	107.0	112.1	112.1	112.1	107.3	112.3	112.4	112.4	112.4	112.4	112.4	112.4	112.4	112.4
Professionals	106.4	109.6	109.9	109.9	106.4	109.5	109.5	109.5	106.4	108.8	108.9	108.9	108.9	108.9	108.9	108.9	108.9	108.9
Teachers and instructors	106.3	109.5	109.5	109.5	106.2	109.3	109.3	109.3	106.4	108.8	108.8	108.8	108.8	108.8	108.8	108.8	108.8	108.8
Other professionals	106.6	110.2	111.1	111.1	106.6	109.6	109.6	109.6	106.6	110.0	110.0	110.0	110.0	110.0	110.0	110.0	110.0	110.0
Para-professionals	109.8	114.8	116.7	116.7	106.2	113.9	113.9	113.9	112.1	116.3	116.3	116.3	116.3	116.3	116.3	116.3	116.3	116.3
Registered nurses	111.6	117.0	119.6	119.6	106.2	116.1	116.1	116.1	114.6	119.4	119.4	119.4	119.4	119.4	119.4	119.4	119.4	119.4
Other para-professionals	106.5	110.9	111.4	111.6														

TABLE 12. HOURLY AWARD RATES OF PAY INDEXES
FULL-TIME ADULT EMPLOYEES : STATES AND TERRITORIES

BASE : JUNE 1985 = 100.0

Month	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Aust.
Males									
1985									
June	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
July	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
August	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.1	100.0
September	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.1	100.0
October	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.1	100.0
November	103.8	103.8	103.8	103.9	103.8	103.9	103.7	103.8	103.8
December	103.8	103.8	103.8	103.9	103.8	103.9	103.9	103.8	103.8
1986									
January	103.8	103.8	103.8	103.9	103.8	103.9	103.9	103.8	103.8
February	103.8	103.8	103.8	103.9	103.8	103.9	103.9	103.8	103.8
March	103.8	103.8	103.8	103.9	103.8	103.9	103.9	103.8	103.8
April	103.9	103.8	103.8	103.9	103.9	103.9	103.9	103.8	103.8
May	103.9	103.9	103.8	103.9	103.9	103.9	103.9	103.9	103.9
June	103.9	103.9	103.8	103.9	103.9	103.9	103.9	104.0	103.9
July	106.3	106.3	106.2	106.3	106.5	106.3	106.2	106.4	106.3
August	106.3	106.3	106.2	106.3	106.5	106.3	106.2	106.4	106.3
September	106.3	106.3	106.2	106.3	106.5	106.3	106.3	106.4	106.3
October	106.3	106.3	106.2	106.4	106.5	106.4	106.3	106.4	106.3
November	106.3	106.3	106.2	106.4	106.5	106.4	106.3	106.4	106.3
December	106.3	106.3	106.2	106.4	106.5	106.4	106.3	106.4	106.3
1987									
January	106.4	106.3	106.5	106.4	106.5	106.4	106.3	106.4	106.4
February	106.4	106.3	106.5	106.5	106.6	106.3	106.4	106.4	106.4
March	109.7	109.7	109.7	109.9	109.7	109.9	109.2	108.9	109.7
April	109.7	109.7	109.7	109.9	109.7	109.9	109.2	108.9	109.7
May	109.9	109.7	109.7	109.9	109.7	109.9	109.2	108.9	109.8
June	109.9	109.7	109.8	109.9	109.7	109.9	109.2	108.9	109.8
July	109.9	109.7	109.8	110.0	109.8	110.0	109.2	109.0	109.8
August	109.9	109.9	109.9	110.1	109.9	110.1	109.2	109.0	109.9
September	110.1	110.3	110.1	110.3	110.0	110.3	109.5	109.0	110.1
October	110.3	110.8	110.2	110.4	110.2	110.6	109.5	109.0	110.4
November	110.3	110.8	110.5	110.8	110.2	110.6	109.5	109.1	110.5
December	110.7	111.2	110.8	111.3	110.3	110.7	109.5	109.2	110.8
Annual change %	4.2	4.6	4.3	4.5	3.6	4.0	3.1	2.6	4.2
Females									
1985									
June	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
July	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
August	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
September	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
October	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
November	103.8	103.8	103.8	103.8	103.8	104.3	103.7	103.8	103.8
December	103.8	103.8	103.8	103.8	103.8	104.3	104.1	103.8	103.8
1986									
January	103.9	103.8	103.8	103.8	103.8	104.3	104.1	103.8	103.9
February	103.9	103.8	103.8	103.8	103.8	104.3	104.1	103.8	103.9
March	103.9	103.8	103.8	103.8	103.8	104.3	104.1	103.8	103.9
April	103.9	103.8	103.8	103.8	103.9	104.3	104.1	103.8	103.9
May	103.9	103.8	103.8	103.8	103.9	104.3	104.1	103.8	103.9
June	104.5	104.7	103.8	103.9	103.9	104.3	104.1	103.8	104.3
July	106.9	107.1	106.2	106.0	106.5	107.3	106.5	106.3	106.7
August	106.9	107.1	106.2	106.2	106.5	107.3	106.5	106.3	106.8
September	107.1	107.1	106.2	106.2	106.5	107.3	106.5	106.3	106.8
October	107.1	107.1	106.2	106.3	106.5	107.4	106.5	106.3	106.8
November	107.1	107.1	106.2	106.8	106.5	107.6	106.5	106.3	106.9
December	107.1	107.1	106.2	106.8	106.5	107.6	106.5	106.3	106.9
1987									
January	107.1	107.3	106.2	106.8	107.0	107.8	106.5	106.3	107.0
February	107.1	107.3	106.2	107.0	107.1	108.4	106.5	106.3	107.0
March	110.6	110.8	109.7	110.5	110.7	111.8	109.8	109.2	110.5
April	110.6	110.8	109.7	110.5	110.7	111.8	109.8	109.2	110.5
May	111.6	110.8	109.7	110.8	110.7	111.8	109.8	109.3	110.9
June	111.6	110.8	109.7	110.8	110.7	111.8	109.8	109.3	110.9
July	111.6	110.8	109.7	110.9	111.2	111.9	109.8	109.3	110.9
August	111.6	110.8	110.2	110.9	111.2	111.9	109.8	109.3	111.0
September	111.7	110.9	110.3	111.0	111.3	112.0	110.4	109.3	111.1
October	111.8	111.0	111.1	111.0	111.4	112.2	110.4	109.3	111.3
November	111.9	111.1	111.2	111.6	111.4	112.3	110.4	109.4	111.4
December	112.2	111.4	111.4	111.9	111.5	112.4	110.4	109.5	111.7
Annual change %	4.8	3.9	4.9	4.8	4.7	4.4	3.6	3.0	4.5

TABLE 12. HOURLY AWARD RATES OF PAY INDEXES
 FULL-TIME ADULT EMPLOYEES : STATES AND TERRITORIES - continued

BASE : JUNE 1985 = 100.0

Month	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Aust.
Persons									
1985									
June	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
July	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
August	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.1	100.0
September	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.1	100.0
October	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.1	100.0
November	103.8	103.8	103.8	103.8	103.8	104.0	103.7	103.8	103.8
December	103.8	103.8	103.8	103.8	103.8	104.0	104.0	103.8	103.8
1986									
January	103.9	103.8	103.8	103.8	103.8	104.0	104.0	103.8	103.8
February	103.9	103.8	103.8	103.8	103.9	104.0	104.0	103.8	103.8
March	103.9	103.8	103.8	103.8	103.9	104.0	104.0	103.8	103.8
April	103.9	103.8	103.8	103.9	103.9	104.0	104.0	103.8	103.9
May	103.9	103.9	103.8	103.9	103.9	104.0	104.0	103.9	103.9
June	104.1	104.1	103.8	103.9	103.9	104.0	104.0	103.9	103.9
July	106.5	106.6	106.2	106.2	106.5	106.5	106.3	106.3	106.4
August	106.5	106.6	106.2	106.3	106.5	106.5	106.3	106.3	106.4
September	106.5	106.6	106.2	106.3	106.5	106.5	106.4	106.3	106.5
October	106.5	106.6	106.2	106.4	106.5	106.7	106.4	106.3	106.5
November	106.5	106.6	106.2	106.5	106.5	106.7	106.4	106.3	106.5
December	106.5	106.6	106.2	106.5	106.5	106.7	106.4	106.3	106.5
1987									
January	106.6	106.7	106.4	106.5	106.7	106.8	106.4	106.3	106.6
February	106.6	106.7	106.4	106.7	106.7	107.1	106.4	106.3	106.6
March	110.0	110.1	109.7	110.1	110.0	110.4	109.4	109.1	110.0
April	110.0	110.1	109.7	110.1	110.0	110.4	109.4	109.1	110.0
May	110.4	110.1	109.7	110.1	110.0	110.4	109.4	109.1	110.1
June	110.4	110.1	109.7	110.2	110.0	110.4	109.4	109.1	110.1
July	110.4	110.1	109.8	110.2	110.2	110.5	109.4	109.1	110.1
August	110.5	110.2	110.0	110.3	110.3	110.5	109.4	109.1	110.2
September	110.6	110.5	110.2	110.5	110.4	110.7	109.8	109.1	110.4
October	110.8	110.8	110.5	110.6	110.5	111.0	109.8	109.1	110.7
November	110.8	110.9	110.7	111.0	110.5	111.1	109.8	109.2	110.8
December	111.2	111.3	111.0	111.5	110.7	111.2	109.8	109.3	111.1
Annual change %	4.4	4.4	4.5	4.6	3.9	4.1	3.3	2.8	4.3

APPENDIX A. PART ONE — DISTRIBUTION OF WEIGHTS FULL-TIME ADULT EMPLOYEES : INDUSTRY
JUNE 1985
 (per cent)

Industry	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.(d)
Males							
Mining	1.31	0.27	0.71	0.23	0.63	0.11	3.29
Manufacturing	9.16	9.23	3.32	2.31	1.52	0.71	26.40
Food, beverages and tobacco	1.84	1.72	1.00	0.29	0.36	0.16	5.39
Textiles, clothing and footwear	0.23	0.68	0.07	0.02	*	0.04	1.04
Paper, paper products, printing and publishing	0.96	1.41	0.26	0.14	0.09	0.22	3.14
Metal products, machinery and equipment	4.34	3.38	1.34	1.41	0.53	0.18	11.22
Basic metal products	1.25	0.44	0.22	0.31	0.21	0.15	2.60
Fabricated metal products, other machinery and equipment	2.05	1.29	0.81	0.42	0.22	0.01	4.84
Transport equipment	1.03	1.65	0.31	0.67	0.09	0.02	3.78
Other manufacturing (a)	1.23	1.57	0.56	0.44	0.49	0.11	4.41
Electricity, gas and water	1.80	1.61	0.56	0.54	0.58	0.38	5.51
Construction	2.51	1.20	0.99	0.56	0.72	0.14	6.80
Wholesale and retail trade	3.88	3.35	2.08	1.14	0.94	0.21	11.89
Wholesale trade	2.02	1.64	0.86	0.59	0.32	0.09	5.59
Retail trade	1.86	1.71	1.22	0.55	0.62	0.12	6.30
Transport and storage	3.44	1.97	1.48	0.64	0.74	0.19	8.65
Communications	1.65	1.23	0.81	0.46	0.38	0.13	4.77
Finance, property and business services	2.39	1.44	0.81	0.37	0.40	0.29	5.79
Public administration and defence(b)	2.67	1.71	1.53	0.69	0.91	0.34	8.90
Community services	4.85	3.83	2.32	1.31	1.42	0.54	15.14
Recreational, personal and other services	0.97	0.69	0.20	0.42	0.23	0.11	2.86
All industries (c)	34.63	26.52	14.79	8.68	8.48	3.15	100.00
Females							
Manufacturing	5.18	7.38	1.38	1.66	0.62	0.20	16.49
Food, beverages and tobacco	1.27	0.91	0.46	0.55	0.19	0.11	3.50
Textiles, clothing and footwear	0.88	3.12	0.31	0.12	0.10	0.06	4.59
Paper, paper products, printing and publishing	0.34	0.45	0.20	0.13	0.13	0.03	1.32
Metal products, machinery and equipment	1.51	1.70	0.20	0.58	0.12	0.01	4.11
Other manufacturing (a)	0.69	0.77	0.17	0.27	0.08	*	2.00
Wholesale and retail trade	4.85	3.48	2.16	1.30	0.89	0.28	13.32
Wholesale trade	2.23	1.14	0.56	0.35	0.19	0.05	4.58
Retail trade	2.62	2.34	1.60	0.95	0.70	0.23	8.74
Transport and storage	1.35	0.69	0.24	0.17	0.20	0.05	2.76
Communications	1.38	0.83	0.52	0.16	0.27	0.08	3.28
Finance, property and business services	4.92	3.62	1.66	0.81	1.08	0.20	12.58
Public administration and defence(b)	1.85	1.41	0.94	0.33	0.44	0.17	6.57
Community services	12.79	9.22	5.58	2.85	3.55	1.21	37.16
Recreational, personal and other services	1.65	1.19	1.12	0.24	0.68	0.15	5.36
All industries (c)	34.73	28.52	13.98	7.78	7.94	2.38	100.00

(a) Includes wood, wood products and furniture; non-metallic mineral products; and miscellaneous manufacturing. (b) Excludes employees in the defence forces. (c) Excludes employees in the defence forces, agriculture, services to agriculture, and employees in private households employing staff. (d) Includes the Northern Territory and the Australian Capital Territory.

APPENDIX A. PART ONE — DISTRIBUTION OF WEIGHTS FULL-TIME ADULT EMPLOYEES : INDUSTRY
 JUNE 1985—continued
 (per cent)

Industry	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.(d)
Persons							
Mining	0.93	0.19	0.52	0.19	0.46	0.07	2.39
Manufacturing	7.92	8.66	2.71	2.11	1.24	0.55	23.31
Food, beverages and tobacco	1.66	1.47	0.83	0.38	0.31	0.14	4.80
Textiles, clothing and footwear	0.43	1.44	0.14	0.05	0.03	0.05	2.15
Paper, paper products, printing and publishing	0.76	1.11	0.24	0.14	0.10	0.16	2.57
Chemical, petroleum and coal products	0.55	0.46	0.07	0.01	0.04	0.01	1.13
Metal products, machinery and equipment	3.46	2.86	0.98	1.15	0.40	0.13	9.01
Basic metal products	0.90	0.32	0.16	0.23	0.15	0.10	1.89
Fabricated metal products, other machinery and equipment		1.81	1.15	0.61	0.36	0.01	4.13
Transport equipment		0.74	1.39	0.22	0.55	0.01	2.99
Other manufacturing(a)		1.06	1.32	0.44	0.39	0.36	3.66
Electricity, gas and water		1.31	1.26	0.43	0.40	0.42	4.13
Construction		1.86	0.88	0.73	0.41	0.53	4.99
Wholesale and retail trade		4.18	3.39	2.11	1.19	0.93	12.34
Wholesale trade		2.08	1.48	0.77	0.51	0.28	5.28
Retail trade		2.10	1.91	1.34	0.67	0.64	7.06
Transport and storage		2.79	1.57	1.09	0.50	0.57	6.81
Communications		1.57	1.10	0.72	0.36	0.35	4.30
Finance, property and business services		3.18	2.12	1.07	0.51	0.61	7.91
Public administration and defence(b)		2.42	1.61	1.34	0.58	0.76	8.18
Community services		7.32	5.51	3.33	1.79	2.08	22.00
Recreational, personal and other services		1.18	0.85	0.48	0.37	0.37	3.63
All industries (c)	34.66	27.14	14.54	8.40	8.31	2.91	100.00

(a) Occupations in based on the Australian Standard Classification of Occupations (1973). (b) Occupations in based on the Australian Standard Classification of Occupations (1973). (c) Occupations in based on the Australian Standard Classification of Occupations (1973). (d) Occupations in based on the Australian Standard Classification of Occupations (1973).

APPENDIX A. PART TWO — DISTRIBUTION OF WEIGHTS FULL-TIME ADULT EMPLOYEES : OCCUPATION
JUNE 1985
(per cent)

Occupation (a)	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.(b)
Males							
Managers and administrators	1.44	0.91	0.29	0.23	0.19	0.15	3.50
Professionals	3.34	2.98	0.98	0.89	0.89	0.30	10.09
Building professionals and engineers	0.63	0.55	0.19	0.11	0.13	0.05	1.77
Health, diagnostic and treatment practitioners	0.39	0.18	0.14	0.12	0.06	0.02	0.94
Teachers and instructors	1.41	1.35	0.29	0.36	0.48	0.11	4.16
Business professionals	0.40	0.35	0.11	0.10	0.08	0.04	1.20
Other professionals	0.51	0.55	0.24	0.20	0.13	0.09	2.01
Para-professionals	2.65	1.74	1.28	0.87	0.76	0.25	7.98
Engineering, building associates and technicians	0.81	0.59	0.26	0.28	0.19	0.09	2.36
Police	0.55	0.35	0.22	0.16	0.14	0.04	1.61
Other para-professionals	1.28	0.81	0.79	0.43	0.43	0.12	4.01
Tradespersons	8.88	6.39	3.36	2.17	1.88	0.66	24.01
Metal	2.69	1.82	0.94	0.80	0.44	0.12	6.95
Building	1.29	0.96	0.61	0.29	0.21	0.09	3.51
Electrical and electronic	2.19	1.34	0.73	0.48	0.56	0.21	5.71
Vehicle	1.02	0.72	0.42	0.27	0.23	0.07	2.86
Other	1.69	1.55	0.65	0.33	0.44	0.16	4.98
Clerks	4.21	3.11	2.15	1.09	1.06	0.43	12.85
Sales persons and personal service workers	2.11	1.70	0.93	0.63	0.43	0.20	6.20
Plant and machine operators, and drivers	4.40	4.02	2.32	1.37	1.63	0.62	14.61
Road and rail transport drivers	1.56	1.42	0.69	0.57	0.62	0.22	5.19
Machine operators	0.87	1.26	0.35	0.25	0.25	0.14	3.15
Other plant operators	1.97	1.34	1.28	0.55	0.76	0.25	6.28
Labourers and related workers	7.61	5.63	3.53	1.40	1.65	0.56	20.74
Trades assistants and factory hands	2.83	2.51	1.16	0.61	0.56	0.18	7.94
Construction and mining labourers	1.68	0.91	0.57	0.26	0.33	0.12	3.97
Other labourers	3.10	2.22	1.80	0.53	0.76	0.26	8.83
All occupations	34.63	26.52	14.79	8.68	8.48	3.15	100.00
Females							
Managers and administrators	0.65	0.67	0.14	0.18	0.16	0.06	1.95
Professionals	4.59	4.12	1.21	1.17	1.18	0.40	13.64
Teachers and instructors	3.35	3.00	0.88	0.93	0.88	0.35	10.13
Other professionals	1.22	1.12	0.33	0.24	0.30	0.05	3.51
Para-professionals	2.46	1.86	1.03	0.59	1.10	0.22	7.74
Registered nurses	1.53	1.10	0.74	0.38	0.74	0.15	4.94
Other para-professionals	0.93	1.69	1.98	0.21	0.36	0.07	2.80
Tradespersons	1.71	1.43	0.71	0.20	0.31	0.03	4.42
Clerks	13.90	10.25	6.35	3.18	2.86	0.87	39.79
Stenographers	1.87	2.38	1.09	0.57	0.48	0.14	6.96
Receptionists	2.07	1.40	0.95	0.45	0.57	0.15	5.90
Other clerks	9.96	6.46	4.32	2.16	1.82	0.57	26.93
Salespersons and personal service workers	5.18	3.06	2.04	1.09	1.13	0.38	13.42
Salespersons	2.86	2.29	1.49	0.82	0.73	0.28	8.86
Personal service workers	2.32	0.77	0.55	0.27	0.40	0.10	4.56
Plant and machine operators, and drivers	1.45	3.08	0.45	0.27	0.19	0.08	5.53
Machine operators	1.27	2.93	0.37	0.23	0.14	0.08	5.02
Other plant operators	0.18	0.15	0.08	0.04	0.05	*	0.51
Labourers and related workers	4.82	4.09	2.00	1.10	0.98	0.34	13.51
Trades assistants and factory hands	1.94	2.21	0.39	0.43	0.15	0.05	5.21
Cleaners	1.10	0.38	0.45	0.13	0.16	0.09	2.37
Other labourers	1.78	1.49	1.16	0.54	0.67	0.20	5.93
All occupations	34.73	28.52	13.98	7.78	7.94	2.38	100.00

(a) Occupation is based on the Australian Standard Classification of Occupations (ASCO). (b) Includes the Northern Territory and the Australian Capital Territory.

APPENDIX A. PART TWO — DISTRIBUTION OF WEIGHTS FULL-TIME ADULT EMPLOYEES : OCCUPATION
JUNE 1985—continued
 (per cent)

Occupation (a)	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.(b)
Persons							
Managers and administrators	1.20	0.83	0.25	0.22	0.18	0.12	3.01
Professionals	3.73	3.33	1.05	0.98	0.98	0.34	11.20
Building professionals and engineers	0.45	0.39	0.13	0.08	0.09	0.03	1.25
Health, diagnostic and treatment practitioners	0.33	0.20	0.12	0.08	0.07	0.01	0.85
Teachers and instructors	2.02	1.86	0.48	0.53	0.61	0.19	6.02
Business professionals	0.39	0.33	0.11	0.09	0.08	0.03	1.15
Other professionals	0.54	0.55	0.21	0.19	0.13	0.07	1.92
Para-professionals	2.50	1.77	1.20	0.78	0.87	0.25	7.91
Engineering, building associates and technicians	0.61	0.45	0.19	0.20	0.14	0.07	1.74
Registered nurses	0.55	0.41	0.28	0.13	0.27	0.06	1.81
Police	0.43	0.27	0.16	0.12	0.10	0.03	1.24
Other para-professionals	1.01	0.64	0.57	0.33	0.36	0.08	3.13
Tradespersons	6.64	4.85	2.53	1.56	1.39	0.46	17.91
Metal	1.93	1.30	0.65	0.57	0.31	0.09	4.93
Electrical and electronic	1.67	0.98	0.52	0.33	0.38	0.14	4.17
Building	0.90	0.67	0.43	0.21	0.14	0.06	2.45
Vehicle	0.71	0.51	0.29	0.20	0.16	0.05	2.00
Other	1.44	1.39	0.64	0.26	0.39	0.12	4.35
Clerks	7.22	5.34	3.46	1.75	1.61	0.56	21.25
Stenographers	0.72	0.86	0.40	0.21	0.18	0.05	2.58
Receptionists	0.91	0.63	0.43	0.21	0.24	0.07	2.66
Other clerks	5.59	3.85	2.64	1.33	1.19	0.44	16.01
Salespersons and personal service workers	3.06	2.13	1.27	0.78	0.66	0.26	8.45
Salespersons	2.15	1.84	1.06	0.68	0.50	0.22	6.68
Personal service workers	0.91	0.30	0.21	0.10	0.16	0.04	1.77
Plant and machine operators, and drivers	3.48	3.73	1.74	1.03	1.19	0.45	11.78
Rail and road transport drivers	1.11	1.01	0.48	0.40	0.44	0.15	3.66
Machine operators	0.99	1.78	0.36	0.24	0.22	0.12	3.73
Other plant operators	1.38	0.94	0.89	0.39	0.53	0.18	4.39
Labourers and related workers	6.73	5.15	3.05	1.30	1.44	0.49	18.49
Trades assistants and factory hands	2.55	2.41	0.92	0.55	0.43	0.14	7.09
Construction and mining labourers	1.18	0.69	0.40	0.19	0.24	0.08	2.87
Cleaners	0.90	0.55	0.53	0.09	0.14	0.06	2.32
Other labourers	2.10	1.50	1.21	0.47	0.64	0.21	6.22
All occupations	34.66	27.14	14.54	8.40	8.31	2.91	100.00

APPENDIX B. PART ONE - WEIGHTED AVERAGE MINIMUM STANDARD HOURS
FULL-TIME ADULT EMPLOYEES : INDUSTRY

JUNE 1985

Industry	NSW	Vic.	Qld	SA	WA	Tas.	Aust.(d)
Males							
Mining	35.30	38.52	36.38	39.04	38.87	38.49	36.80
Manufacturing	38.62	38.57	39.10	38.25	38.85	38.87	38.65
Food, beverages, tobacco	39.22	39.02	39.70	38.61	38.42	39.43	39.18
Textiles, clothing, footwear	38.11	38.19	38.24	38.62	38.00	38.12	38.18
Paper products, printing and publishing	39.33	39.44	38.33	39.40	38.49	39.73	39.25
Metal products, machinery and equipment	38.25	38.15	38.65	38.02	39.21	38.04	38.28
Basic metal products	38.07	38.07	38.66	38.06	39.69	38.00	38.28
Fabricated metal products,							
other machinery and equipment	38.23	38.07	38.54	38.10	38.59	38.00	38.31
Transport equipment	38.57	38.17	39.13	38.00	39.20	38.43	38.36
Other manufacturing(a)	38.48	38.35	39.60	38.40	38.62	38.15	38.58
Electricity, gas and water	36.54	37.86	37.02	38.63	37.63	38.11	37.40
Construction	37.75	38.07	38.36	38.30	38.13	38.12	37.98
Wholesale and retail trade	39.17	38.84	39.37	39.12	39.43	39.20	39.13
Wholesale trade	38.82	38.80	39.21	38.89	39.23	38.34	38.90
Retail trade	39.58	38.88	39.49	39.37	39.55	39.84	39.35
Transport and storage	37.98	36.37	38.03	38.06	38.62	38.37	37.69
Communication	36.53	36.49	36.45	36.48	36.50	36.45	36.49
Finance, property and business services	38.55	38.50	37.89	37.62	38.12	38.69	38.35
Public administration and defence(b)	37.12	37.57	37.54	37.96	37.65	37.42	37.34
Community services	37.34	37.95	38.05	39.10	38.39	37.08	37.88
Recreation, personal and other services	38.86	38.71	39.01	39.71	38.84	38.57	39.04
All industries(c)	37.85	38.06	38.14	38.46	38.34	38.07	38.03
Females							
Manufacturing	39.11	38.54	39.26	38.89	38.98	39.37	38.84
Food, beverages, tobacco	39.56	39.15	39.91	39.78	38.84	40.00	39.52
Textiles, clothing, footwear	38.07	38.19	38.12	38.04	38.00	38.02	38.15
Paper products, printing and publishing	39.74	39.72	38.88	38.82	38.77	39.70	39.30
Metal products, machinery and equipment	38.94	38.60	39.30	38.21	39.50	38.70	38.73
Other manufacturing(a)	38.92	38.54	39.78	38.61	39.72	*	38.85
Wholesale and retail trade	39.47	39.16	39.97	39.73	39.80	39.84	39.53
Wholesale trade	39.14	39.56	39.94	39.93	39.84	39.07	39.43
Retail trade	39.78	38.95	39.98	39.66	39.79	40.00	39.59
Transport and storage	38.91	39.55	39.07	37.90	39.96	39.88	39.09
Communication	36.63	36.46	35.84	36.64	36.45	36.45	36.44
Finance, property and business services	39.04	39.00	38.89	38.87	38.92	38.31	38.97
Public administration and defence(b)	36.76	37.27	36.60	37.72	36.85	36.92	36.87
Community services	37.33	38.16	37.92	38.88	38.34	37.34	37.84
Recreation, personal and other services	39.21	38.46	39.98	39.93	39.78	38.44	39.31
All industries(c)	38.18	38.40	38.38	38.89	38.61	37.87	38.31
Persons							
Mining	35.33	38.55	36.46	39.16	38.83	38.49	36.86
Manufacturing	38.71	38.56	39.12	38.40	38.87	38.92	38.69
Food, beverages, tobacco	39.30	39.04	39.74	39.18	38.50	39.56	39.25
Textiles, clothing, footwear	38.09	38.19	38.16	38.21	38.00	38.08	38.16
Paper products, printing and publishing	39.38	39.47	38.46	39.23	38.59	39.73	39.26
Chemicals, petroleum, coal	39.07	38.46	39.17	38.86	39.99	38.04	38.86
Metal products, machinery and equipment	38.33	38.22	38.69	38.05	39.23	38.05	38.34
Basic metal products	38.10	38.16	38.72	38.09	39.66	38.00	38.32
Fabricated metal products,							
other machinery and equipment	38.32	38.27	38.50	38.10	38.81	38.00	38.34
Transport equipment	38.59	38.20	39.15	38.00	39.22	38.47	38.36
Other manufacturing(a)	38.57	38.38	39.62	38.44	38.69	38.15	38.62
Electricity, gas and water	36.53	37.87	36.97	38.48	37.60	38.11	37.39
Construction	37.82	38.08	38.34	38.35	38.22	38.10	38.03
Wholesale and retail trade	39.28	38.94	39.56	39.32	39.54	39.43	39.27
Wholesale trade	38.93	38.98	39.37	39.10	39.35	38.47	39.04
Retail trade	39.66	38.91	39.67	39.49	39.63	39.91	39.45
Transport and storage	38.12	36.77	38.10	38.04	38.75	38.55	37.86
Communication	36.55	36.48	36.33	36.50	36.49	36.45	36.48
Finance, property and business services	38.76	38.75	38.33	38.21	38.52	38.62	38.63
Public administration and defence(b)	37.04	37.49	37.36	37.92	37.52	37.33	37.23
Community services	37.33	38.05	37.98	39.00	38.36	37.20	37.86
Recreation, personal and other services	38.99	38.60	39.69	39.75	39.36	38.52	39.15
All industries(c)	37.94	38.16	38.21	38.58	38.42	38.02	38.12

(a) Includes: Woods, wood products and furniture; non-metallic mineral products; and miscellaneous manufacturing. (b) Excludes employees in the defence forces. (c) Excludes employees in the defence forces, agriculture, services to agriculture and employees in private households employing staff. (d) Includes the Northern Territory and the Australian Capital Territory.

(e) Occupations based on the Australian Standard Classification of Occupations (ASCO). (f) Includes the Northern Territory and the Australian Capital Territory.

APPENDIX B. PART TWO - WEIGHTED AVERAGE MINIMUM STANDARD HOURS
FULL-TIME ADULT EMPLOYEES : OCCUPATION

JUNE 1985

Occupation(a)	NSW	Vic.	Qld	SA	WA	Tas.	Aust.(b)
Males							
Managers and administrators	37.70	37.45	36.34	38.59	38.57	38.71	37.64
Professionals	36.65	37.92	36.73	39.05	37.73	36.21	37.35
Building professionals and engineers	36.60	37.79	36.31	38.19	37.59	36.77	37.15
Health, diagnostic and treatment practitioners	37.66	38.83	37.48	39.15	37.57	36.45	37.86
Teachers and instructors	35.06	37.82	36.05	39.89	38.15	35.03	36.93
Business professionals	37.92	38.06	36.93	37.56	37.39	37.92	37.66
Other professionals	37.38	37.86	36.99	38.78	37.91	36.62	37.60
Para-professionals	37.63	36.95	37.84	38.54	38.35	37.57	37.68
Engineering, building associates and technicians	36.97	37.62	36.95	37.76	37.68	36.85	37.24
Police	38.34	38.00	40.00	39.92	38.00	40.00	38.77
Other para-professionals	37.73	35.97	37.50	38.53	38.87	37.31	37.44
Tradespersons	37.97	38.22	38.57	38.28	38.45	38.24	38.20
Metal	37.90	38.27	38.63	38.10	38.65	38.44	38.19
Electrical and electronic	36.93	37.57	37.13	38.04	37.90	37.82	37.35
Building	37.95	38.01	39.20	38.13	38.68	38.17	38.23
Vehicle	39.03	38.78	39.64	38.98	38.45	38.90	38.98
Other	39.13	38.75	39.04	38.73	38.97	38.50	38.94
Clerks	37.73	37.86	37.07	37.78	37.52	37.83	37.57
Salespersons and personal service workers	39.16	38.66	38.98	39.31	39.36	39.05	39.01
Plant and machine operators, and drivers	38.07	38.42	38.93	38.28	38.40	38.70	38.40
Rail and road transport drivers	38.75	38.37	38.95	38.28	38.15	38.68	38.57
Machine operators	38.34	38.53	39.31	38.19	38.67	39.20	38.59
Other plant operators	37.48	38.37	38.83	38.31	38.52	38.45	38.20
Labourers and related workers	38.12	38.33	38.77	38.47	38.77	38.67	38.38
Trades assistants and factory hands	38.34	38.40	39.03	38.33	38.61	38.85	38.49
Construction and mining labourers	37.71	38.48	38.33	38.56	38.68	38.57	38.14
Other labourers	38.16	38.19	38.77	38.57	38.93	38.60	38.41
All occupation groups	37.85	38.06	38.14	38.46	38.34	38.07	38.03
Females							
Managers and administrators	37.84	38.26	38.76	39.43	38.86	37.36	38.26
Professionals	36.04	38.08	36.69	39.48	38.14	35.39	37.18
Teachers and instructors	35.08	38.00	36.23	39.97	38.03	35.19	36.81
Other professionals	37.91	38.27	38.13	38.05	38.23	37.23	38.04
Para-professionals	38.25	37.92	39.23	38.12	38.55	39.12	38.34
Registered nurses	38.28	38.00	39.88	38.00	38.36	39.97	38.46
Other para-professionals	38.19	37.81	37.83	38.33	38.86	37.57	38.14
Tradespersons	38.14	38.01	39.44	38.62	39.23	39.23	38.39
Clerks	38.42	38.73	37.92	38.96	38.34	37.91	38.36
Stenographers	38.60	38.95	38.34	39.27	38.36	37.80	38.60
Receptionists	38.90	38.95	38.02	39.01	38.44	37.67	38.63
Other clerks	38.30	38.60	37.80	38.87	38.30	38.00	38.24
Salespersons and personal service workers	38.86	38.62	39.69	38.96	39.25	39.48	38.99
Salespersons	39.47	38.77	39.81	39.40	39.68	39.49	39.36
Personal service workers	38.15	38.26	39.43	37.95	38.52	39.45	38.36
Plant and machine operators, and drivers	38.55	38.17	38.66	38.40	38.25	38.89	38.34
Machine operators	38.40	38.13	38.68	38.31	38.32	38.87	38.27
Other plant and machine operators, and drivers	39.49	38.82	38.59	38.82	38.07	39.40	38.96
Labourers and related workers	38.85	38.27	39.48	38.40	39.14	38.75	38.75
Trades assistants and factory hands	38.60	38.30	39.23	38.27	38.31	39.65	38.50
Cleaners	39.07	38.13	39.83	38.32	38.83	38.56	38.92
Other labourers	39.04	38.28	39.46	38.52	39.38	38.60	38.89
All occupation groups	38.18	38.40	38.38	38.89	38.61	37.87	38.31
Persons							
Managers and administrators	37.72	37.61	36.61	38.77	38.62	38.53	37.73
Professionals	36.45	37.97	36.72	39.17	37.85	35.94	37.30
Building professionals and engineers	36.60	37.80	36.31	38.19	37.59	36.78	37.15
Health, diagnostic and treatment practitioners	37.73	38.70	37.67	39.09	37.56	36.50	37.92
Teachers and instructors	35.07	37.91	36.16	39.93	38.09	35.12	36.87
Business professionals	37.98	38.11	37.32	37.81	37.79	38.01	37.79
Other professionals	37.48	37.95	37.05	38.55	38.07	36.60	37.67
Para-professionals	37.79	37.23	38.17	38.45	38.42	37.96	37.86
Engineering, building associates and technicians	37.01	37.59	36.93	37.77	37.81	36.84	37.26
Registered nurses	38.34	38.00	39.90	38.00	38.52	39.97	38.50
Police	38.39	38.00	40.00	39.92	38.00	40.00	38.78
Other para-professionals	37.72	36.13	37.35	38.48	38.80	37.19	37.44
Tradespersons	37.98	38.20	38.64	38.29	38.50	38.26	38.21
Metal	37.89	38.27	38.63	38.10	38.65	38.49	38.18
Electrical and electronic	36.91	37.52	37.12	38.03	37.90	37.82	37.31
Building	37.96	38.01	39.21	38.13	38.68	38.17	38.23
Vehicle	39.03	38.75	39.64	39.00	38.45	38.90	38.97
Other	39.15	38.64	39.21	38.74	39.04	38.52	38.95
Clerks	38.13	38.35	37.53	38.41	37.95	37.86	38.00
Stenographers	38.58	38.85	38.20	39.07	38.32	37.88	38.53
Receptionists	38.44	38.52	37.66	38.44	38.06	37.64	38.20
Other clerks	38.18	38.28	37.82	38.38	37.95	38.06	38.06
Salespersons and personal service workers	39.32	38.76	39.32	39.37	39.53	39.24	39.18
Salespersons	38.20	38.05	39.36	37.96	38.60	39.29	38.35
Personal service workers	38.12	38.36	38.91	38.29	38.39	38.71	38.40
Plant and machine operators, and drivers	38.79	38.39	38.97	38.28	38.15	38.68	38.59
Rail and road transport drivers	38.36	38.34	39.12	38.22	38.61	39.14	38.46
Machine Operators	37.50	38.37	38.81	38.33	38.51	38.46	38.20
Other plant operators	38.26	38.31	38.91	38.45	38.85	38.69	38.46
Labourers and related workers	38.40	38.37	39.06	38.32	38.58	38.94	38.49
Trades assistants and factory hands	37.73	38.43	38.33	38.52	38.67	38.62	38.15
Construction and mining labourers	38.36	38.19	39.03	38.43	38.82	38.24	38.51
Cleaners	38.37	38.22	38.97	38.57	39.11	38.68	38.56
Other labourers	37.94	38.16	38.21	38.58	38.42	38.02	38.12
All occupation groups							

(a) Occupation is based on the Australian Standard Classification of Occupations (ASCO). (b) Includes the Northern Territory and the Australian Capital Territory

APPENDIX C. PART ONE - WEIGHTED AVERAGE MINIMUM AWARD RATES OF PAY
FULL-TIME ADULT EMPLOYEES : INDUSTRY

JUNE 1985

Industry	NSW	Vic.	NW	Qld	SA	WA	Tas.	Aust.(d)
Males								
Mining	353.03	326.07	350.81	324.85	325.26	283.68	339.98	
Manufacturing	279.02	277.41	283.89	275.38	294.84	277.67	279.90	
Food, beverages, tobacco	271.76	264.19	286.83	264.01	268.20	268.20	271.37	
Textiles, clothing, footwear	231.86	256.90	248.27	257.16	259.50	257.28	250.91	
Paper products, printing and publishing	294.25	302.39	325.08	276.21	337.36	281.82	301.40	
Chemicals, petroleum, coal	304.01	289.68	275.81	249.40	388.10	284.46	299.26	
Metal products, machinery and equipment	283.90	286.78	279.13	284.62	308.83	299.68	285.81	
Basic metal products	272.16	279.56	313.42	271.30	333.15	306.57	283.82	
Fabricated metal products, other machinery and equipment	271.28	272.46	266.00	274.79	276.91	248.18	271.50	
Transport equipment	323.16	299.85	289.13	296.93	329.96	276.90	305.46	
Other manufacturing(a)	257.69	254.68	276.44	254.27	283.09	252.85	261.59	
Electricity, gas and water	369.50	393.96	379.77	337.81	385.59	362.67	375.55	
Construction	339.08	337.46	321.85	304.22	317.18	326.10	333.24	
Wholesale and retail trade	270.64	270.81	272.66	279.44	278.04	275.00	272.45	
Wholesale trade	280.58	276.98	281.79	286.04	296.19	282.73	281.22	
Retail trade	259.88	264.92	266.25	272.30	268.54	269.47	264.66	
Transport and storage	351.75	338.54	322.89	299.30	321.02	293.09	335.46	
Communication	347.77	385.20	357.75	343.22	363.05	378.09	360.57	
Finance, property and business services	336.52	337.33	345.80	342.02	368.54	399.29	344.62	
Public administration and defence(b)	357.75	368.96	383.71	387.86	365.03	346.52	391.51	
Community services	400.74	462.07	428.13	401.22	442.19	401.90	432.60	
Recreation, personal and other services	322.27	259.73	274.03	325.90	269.15	274.25	299.09	
All industries(c)	328.24	331.71	335.77	321.55	343.70	335.01	335.74	
Females								
Manufacturing	255.65	250.28	255.52	266.44	267.21	248.13	254.97	
Food, beverages, tobacco	258.49	248.26	254.86	290.99	250.12	255.25	259.98	
Textiles, clothing, footwear	231.44	241.90	238.54	235.51	238.90	234.47	239.33	
Paper products, printing and publishing	267.09	259.23	276.96	285.77	305.36	246.54	273.96	
Metal products, machinery and equipment	258.27	258.57	266.09	254.77	266.75	255.93	258.66	
Other manufacturing(a)	255.69	242.69	250.27	245.74	269.58	*	249.31	
Wholesale and retail trade	274.39	270.33	262.97	267.10	263.31	261.89	269.63	
Wholesale trade	290.46	279.56	261.32	269.06	270.21	250.99	280.93	
Retail trade	260.74	265.82	263.55	266.39	261.42	264.31	263.71	
Transport and storage	322.13	296.81	318.68	343.57	282.94	299.79	313.48	
Communication	313.39	305.17	311.58	311.57	292.15	296.18	308.65	
Finance, property and business services	298.30	302.59	285.34	295.53	310.38	312.80	298.75	
Public administration and defence(b)	340.61	366.27	317.17	371.85	331.91	338.50	352.17	
Community services	319.90	366.80	356.15	319.10	370.04	335.70	345.74	
Recreation, personal and other services	259.35	266.15	248.66	267.49	245.49	258.34	257.56	
All industries(c)	298.71	308.97	308.26	296.79	322.53	311.20	307.73	
Persons								
Mining	352.20	324.96	347.85	318.01	321.94	283.68	337.59	
Manufacturing	274.26	270.21	279.40	273.19	290.54	274.37	274.40	
Food, beverages, tobacco	268.61	261.12	281.34	276.43	264.74	265.11	268.78	
Textiles, clothing, footwear	231.59	246.79	241.62	241.76	239.61	248.56	243.20	
Paper products, printing and publishing	290.47	296.97	312.44	278.96	324.75	280.02	297.02	
Chemicals, petroleum, coal	296.22	288.57	273.48	256.09	381.34	284.46	294.20	
Metal products, machinery and equipment	280.42	281.57	278.30	279.96	304.98	298.90	281.95	
Basic metal products	271.65	279.82	310.23	270.74	330.62	306.57	282.95	
Fabricated metal products, other machinery and equipment	267.71	268.82	266.23	270.83	274.81	248.18	268.62	
Transport equipment	322.05	292.48	288.32	289.79	327.05	273.43	299.74	
Other manufacturing(a)	257.29	252.51	273.21	252.42	282.19	252.85	259.51	
Electricity, gas and water	367.19	391.51	372.15	335.26	384.10	362.96	373.33	
Construction	335.99	337.51	319.60	303.70	316.23	325.23	331.45	
Wholesale and retail trade	272.00	270.66	269.56	275.23	273.65	270.09	271.50	
Wholesale trade	283.87	277.60	277.14	282.48	290.74	276.17	281.14	
Retail trade	260.21	265.27	265.24	269.69	266.14	267.12	264.29	
Transport and storage	347.20	332.73	322.61	303.88	316.91	293.85	332.66	
Communication	338.34	366.44	347.37	338.93	346.02	361.00	348.25	
Finance, property and business services	318.07	318.87	316.68	318.98	336.63	378.58	321.90	
Public administration and defence(b)	353.65	368.23	369.17	385.03	359.15	345.02	381.67	
Community services	356.75	412.40	390.60	360.44	403.94	368.42	386.89	
Recreation, personal and other services	294.98	262.53	255.63	313.76	255.52	267.98	280.03	
All industries(c)	319.03	324.27	327.53	314.41	337.40	328.95	327.02	

(a) Includes wood, wood products and furniture; non-metallic mineral products; and miscellaneous manufacturing. (b) Excludes employees in the defence forces. (c) Excludes employees in the defence forces, agriculture, services to agriculture and employees in private households employing staff. (d) Includes the Northern Territory and the Australian Capital Territory.

APPENDIX C. PART TWO - WEIGHTED AVERAGE MINIMUM AWARD RATES OF PAY
FULL-TIME ADULT EMPLOYEES : OCCUPATION

JUNE 1985

Occupation(a)	NSW	Vic.	Qld	SA	WA	Tas.	Aust.(b)
Males							
Managers and administrators	451.03	459.37	511.81	463.06	512.37	444.40	480.04
Professionals	440.11	461.08	545.54	467.20	483.52	508.07	475.55
Building professionals and engineers	450.34	479.06	539.56	471.70	507.41	528.42	481.38
Health, diagnostic and treatment practitioners	576.22	387.15	832.08	604.04	661.50	733.14	597.76
Teachers and instructors	394.49	453.59	540.56	439.27	484.87	442.38	446.29
Business professionals	412.66	483.58	418.06	441.74	450.32	419.56	452.35
Other professionals	471.47	471.40	448.47	447.71	400.22	570.21	487.49
Para-professionals	392.87	428.67	391.71	367.02	399.52	396.92	400.54
Engineering, building associates and technicians	389.63	399.51	425.20	389.46	386.38	432.82	400.77
Police	416.74	476.41	418.94	392.78	512.38	381.60	433.56
Other para-professionals	384.66	429.37	373.30	342.39	368.18	374.09	387.14
Tradespersons	304.50	300.84	304.14	293.20	327.10	313.27	305.35
Metal	299.31	286.45	299.67	286.21	315.19	303.92	295.77
Electrical and electronic	337.31	350.17	329.83	320.57	363.72	358.24	341.76
Building	327.54	310.58	309.39	302.94	326.30	301.01	316.95
Vehicle	271.71	274.38	286.73	277.60	301.14	286.40	278.72
Other	272.51	281.22	287.78	274.51	306.69	281.23	284.08
Clerks	339.32	361.20	368.36	335.75	359.00	355.09	359.70
Salespersons and personal service workers	302.62	293.51	297.20	283.38	305.20	292.75	298.55
Plant and machine operators, and drivers	301.84	281.16	309.76	276.42	302.53	281.07	294.25
Rail and road transport drivers	295.21	283.67	293.54	279.16	300.26	271.88	289.74
Machine operators	266.80	258.09	271.48	262.06	286.41	265.93	265.15
Other plant operators	322.46	300.16	329.11	280.11	309.70	297.47	312.57
Labourers and related workers	277.12	279.38	280.89	272.05	284.37	265.77	279.17
Trades assistants and factory hands	265.93	261.39	274.13	266.42	278.86	265.28	267.37
Construction and mining labourers	292.01	279.86	307.58	280.82	292.08	271.45	290.73
Other labourers	279.27	299.53	276.77	274.20	285.10	265.58	284.58
All occupation groups	328.24	331.71	335.77	321.55	343.70	335.01	335.74
Females							
Managers and administrators	347.45	355.35	289.53	344.41	336.64	394.22	348.69
Professionals	351.79	378.76	472.52	334.82	423.86	400.82	383.66
Teachers and instructors	338.05	378.66	496.57	326.23	441.22	410.70	382.57
Other professionals	384.70	377.24	409.75	366.44	375.66	340.57	384.60
Para-professionals	326.54	357.23	317.72	329.01	350.00	319.49	336.34
Registered nurses	325.39	352.34	303.67	333.61	324.34	304.11	327.63
Other para-professionals	328.43	364.38	352.14	320.90	403.89	351.60	351.71
Tradespersons	276.97	276.77	260.36	259.64	267.51	263.19	272.90
Clerks	302.47	313.77	309.38	300.86	314.92	304.10	310.12
Stenographers	302.29	324.46	277.45	293.85	340.63	286.35	309.23
Receptionists	289.54	304.41	283.80	291.26	292.14	285.59	294.70
Other clerks	305.20	311.84	323.08	304.69	315.33	313.11	313.73
Salespersons and personal service workers	285.60	288.92	274.36	284.33	282.82	277.78	283.88
Salespersons	272.63	271.99	262.16	264.76	265.41	269.34	269.08
Personal service workers	301.51	339.27	307.75	343.45	314.32	302.10	312.60
Plant and machine operators, and drivers	244.99	238.19	251.76	241.82	245.40	240.77	241.61
Machine operators	239.49	236.34	243.43	237.73	244.06	240.66	238.06
Other plant and machine operators, and drivers	284.75	274.79	287.72	263.41	248.98	245.60	276.72
Labourers and related workers	254.43	276.78	265.13	251.38	266.28	262.71	263.86
Trades assistants and factory hands	243.58	247.83	260.55	238.16	254.18	253.24	246.86
Cleaners	259.51	317.34	252.54	252.65	275.28	262.88	268.65
Other labourers	263.35	308.44	272.01	261.41	265.20	265.15	276.54
All occupation groups	298.71	308.97	308.26	296.79	322.53	311.20	307.73
Persons							
Managers and administrators	433.38	433.05	471.57	432.27	463.46	437.00	453.58
Professionals	406.39	429.48	518.99	417.46	460.70	468.13	440.68
Building professionals and engineers	452.37	477.69	538.89	470.76	505.97	525.50	481.02
Health, diagnostic and treatment practitioners	569.74	390.01	808.99	590.54	545.22	692.19	569.82
Teachers and instructors	365.27	415.99	515.23	378.16	465.08	423.98	412.90
Business professionals	387.09	443.79	376.80	413.04	389.60	402.42	417.36
Other professionals	434.92	446.15	426.07	431.41	404.86	537.42	458.11
Para-professionals	373.21	405.42	371.54	358.05	380.14	375.47	380.96
Engineering, building associates and technicians	383.68	395.67	420.66	388.09	384.61	429.20	396.52
Registered nurses	326.09	366.30	304.53	332.93	328.69	304.98	331.92
Police	409.28	471.35	416.57	389.40	512.38	375.08	427.44
Other para-professionals	376.97	409.51	376.34	338.86	380.92	385.09	382.27
Tradespersons	302.30	298.64	300.34	291.94	322.89	312.22	302.85
Metal	298.80	285.79	299.23	285.21	314.76	302.12	295.13
Electrical and electronic	331.97	348.30	329.28	320.37	363.34	358.16	338.84
Building	327.07	310.27	308.46	302.26	326.10	301.01	316.43
Vehicle	271.75	275.47	286.60	276.96	301.34	286.40	278.90
Other	272.19	278.70	278.84	272.94	297.32	280.50	280.52
Clerks	317.23	352.86	334.60	316.01	334.56	330.63	330.77
Stenographers	308.52	326.30	286.13	295.76	339.95	298.77	313.69
Receptionists	304.08	321.67	305.19	308.45	310.74	312.46	314.17
Other clerks	320.23	331.69	316.94	318.18	334.53	337.78	329.61
Salespersons and personal service workers	293.66	291.46	285.77	283.79	293.19	285.80	291.29
Salespersons	289.18	281.23	281.32	276.05	287.22	282.76	284.73
Personal service workers	304.28	354.33	307.90	337.22	311.82	302.57	316.04
Plant and machine operators, and drivers	294.47	270.13	304.99	273.57	299.67	278.91	286.56
Rail and road transport drivers	295.10	283.21	292.70	279.05	299.87	271.88	289.43
Machine Operators	255.91	246.95	262.43	254.97	277.93	261.09	253.78
Other plant operators	321.72	299.92	328.82	279.66	308.30	297.31	312.00
Labourers and related workers	272.07	278.74	277.67	266.62	280.53	265.09	275.69
Trades assistants and factory hands	260.64	257.53	272.32	259.55	276.17	263.82	262.68
Construction and mining labourers	290.88	286.71	307.08	280.78	291.17	270.62	291.44
Cleaners	266.58	291.25	263.30	262.72	276.06	261.98	272.36
Other labourers	277.68	304.67	278.31	269.82	280.49	264.59	284.51
All occupation groups	319.03	324.27	327.53	314.41	337.40	328.95	327.02

(a) Occupation is based on the Australian Standard Classification of Occupations (ASCO). (b) Includes the Northern Territory and the Australian Capital Territory.

APPENDIX D. AWARD RATES OF PAY INDEXES: LINKING FACTORS

This appendix provides a method of linking the 1976 and the 1985 based series. Linking of the series is discussed in paragraphs 21 to 25 of the Explanatory Notes.

For any required series, the linking factors are derived as follows:

$$\begin{aligned}
 \text{1976 to 1985 linking factor} &= \frac{\text{1985-based series value at reference point}}{\text{1976-based series value at reference point}} \\
 \text{1985 to 1976 linking factor} &= \frac{\text{1976-based series value at reference point}}{\text{1985-based series value at reference point}}
 \end{aligned}$$

To convert a 1976-based series value to a 1985-base, multiply the value by the appropriate 1976 to 1985 linking factor. To convert a 1985-based series value to a 1976 base, multiply the value by the appropriate 1985 to 1976 linking factor.

The following example illustrates the use of the linking factors for the Weekly Award Rates of Pay series for Full-time Adult Persons, Australia. The index numbers used in the calculations are contained in Table D1 below.

$$\begin{aligned}
 \text{1976 to 1985 linking factor} &= \frac{\text{(1985-based) Persons (col 2)}}{\text{(1976-based) Wage and Salary Earners — Persons (col 1)}} \\
 &= \frac{100.0}{208.5} \text{ (Reference period = June 1985)} \\
 &= 0.480 \\
 \\
 \text{1985 to 1976 linking factor} &= \frac{\text{(1976-based) Wage and Salary Earners — Persons (col 1)}}{\text{(1985-based) Persons (col 2)}} \\
 &= \frac{208.5}{100.0} \text{ (Reference period = June 1985)} \\
 &= 2.085
 \end{aligned}$$

The June 1976-based index for December 1987 can be approximated by:

$$\begin{aligned}
 \text{(1985-based) Index Value} \times 2.085 &= 110.8 \times 2.085 \\
 &= 231.0
 \end{aligned}$$

Table D1 : Weekly Award Rates of Pay Series : Full-time Adult Persons, Australia(a)

	<i>Wage and salary earners—Persons</i>		<i>Persons</i>
	<i>June 1976 = 100.0</i>	<i>% increase since June 1985</i>	<i>June 1985 = 100.0</i>
	<i>col 1</i>	<i>col 2</i>	
1985			
June	208.5	—	100.0
July	208.5	0.0	100.0
August	208.5	0.0	100.0
September	208.5	0.0	100.0
October	208.5	0.0	100.0
November	216.5	3.8	103.8
December	216.5	3.8	103.8
1986			
January	216.5	3.8	103.8
February	216.5	3.8	103.8
March	216.5	3.8	103.8
April	216.5	3.8	103.8
May	216.5	3.8	103.8
June	216.9	4.0	104.0
July	221.9	6.4	106.4
August	221.9	6.4	106.4
September	221.9	6.4	106.4
October	221.9	6.4	106.4
November	221.9	6.4	106.4
December	221.9	6.4	106.4
1987			
January	222.0	6.5	106.5
February	222.0	6.5	106.5
March	228.9	9.8	109.8
April	228.9	9.8	109.8
May	228.9	9.8	109.8
June	229.0	9.8	109.8
July	229.0	9.8	109.9
August	229.2	9.9	109.9
September	229.4	10.0	110.1
October	229.7	10.0	110.3
November	230.4	10.5	110.5
December	110.8

(a) See paragraph 2 of the Explanatory Notes.